Gender Inclusivity and Sustainable Community Development: Socio-economic and Policy Perspectives

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Abstract

The analysis provided in this paper focuses on the socioeconomic input of the gender inclusivity concept- in this instance, the contribution to the sustainable development of communities made by male, female, and LGBTQ+ persons. The two principal objectives include to establish how the policies of inclusion affect the economic growth and the social solidarity, community resilience. The research approach is mixed because it involves quantitative analysis of the data on the community development indicators as well as the qualitative interview of the different gender groups when carrying out various sustainable projects. Results indicate that gender inclusivity is economically productive, it has better social equity, and it enjoys good collaborative networks as compared to societies where gender inclusivity is low. It is critical to mention that the LGBTQ+ participation brings their own views to be more innovative and problem solving in community politics. Discourse shows that there is a necessity to integrate gender inclusive policies in the models of development to make growth and sustainable development equitable. It also addresses such problems as systematic prejudices and proposes practical solutions in regard to overcome the barriers to inclusion. The findings also emphasise the need to integrate gender inclusiveness as a social Standard and also a key motivating factor of a sustainable socioeconomic development. This research can be used in the development of the policy because it provides evidence-based data to defend the notion of the active role of all gender identities in the community development processes.

1. Introduction

A. Gender Inclusivity: Background of Community Development

The gender inclusivity conversation has gained relevance in the contemporary community development universe in the realisation that the unquestioningly equal roles of all genders identities, i.e. male, female, and LGBTQ+ is all crucial in healthy and sustainable development. Conventionally, the community development processes were often synonymous with the male input, and therefore, the special input and the female and gender minority view were not considered. These exclusions only solidified institutional inequalities not to mention that its own potential of comprehensive socioeconomic development was not that extensive.

Gender inclusivity is not only a matter of representation, but the involvement and empowerment of the various genders as an active stakeholder in the decision-making process, allocation of resources, and policymaking (Cornwall and Rivas, 2015). Gender-inclusive approaches embrace intersectionality as gender and other social issues such as race, classes and

sexuality may be incorporated in developmental strategies of community, thus forming finer and smoother community developmental strategies (Crenshaw, 1991).

The idea of the equality of genders and their empowerment has been one of the ultimate targets of the global development models (such as the United Nations Sustainable Development Goals (SDGs)) over the past several decades (United Nations, 2015). In particular, SDG 5 carries out the exclusion of gender inequality and the support of equal and hypocritical participation in the economic, social, and political life. Within this context, the inclusion of LGBTQ+ members has become even more significant in value and recognition that such a group is deprived in every disenfranchisement and marginalisation dimension (Gohn et al., 2018).

The empirical paper brings out the intricate beneficial impacts of gender inclusivity in community development. It has been discovered that locally present females and members of the LGBTQ+ people communities will create more innovation, equal resource distribution, and social capital (Kabeer, 2016; Badgett et al., 2019). Conversely, the consequences of the exclusionary practises have been linked to the results of poverty persistence, social disintegration and unsustainable development (World Bank, 2012).

B. The importance of Community Development that is sustainable

Sustainable community development: The term developmental processes can also be used as considering economic feasibility, social justice and environmental management so that it can satisfy the existing needs without impairing the ability of future generation to maintain their needs (Brundtland Commission, 1987). Communities are the primary units of the society and it is within them that individuals live, work and interact and, as such, the achievement of sustainability at this level is very important in the national and global development.

Community Economic sustainability entails defining sustainable livelihoods, offering of fundamental services and also an ability to withstand economic shocks (Sachs, 2015). The purpose of social sustainability involves the maintenance of social cohesion, equity and cultural identity in which case all members of the society will be in a situation of enjoying growth and development (Dempsey et al., 2011). Environmental sustainability demands proper use and preservation of the natural resources so as to ensure good ecosystem health.

Gender inclusivity is also a major contributor in the sustainable development of communities since it enhances both social cohesiveness and economic inclusion of various groups of people (Chant and Sweetman, 2012). Inclusive policies aid to reduce the gender gap in every area of education, employment and representation in politics that consequently assists in creation of better and sustainable and balanced economies (Seguino, 2010). In addition, inclusion brings resilience within the community since the various opinions, strengths are applied towards addressing the issues of climate change, poverty and social instabilities (Enarson and Morrow, 1998).

The active participation in their community, along with men and women, contributes to the diversity of the experiences and ideas of solving these problems in LGBTQ+ and enables them to be more imaginative and reactive (Meyer, 2015). Particularly, the demand of the diversity in the sphere of the sustainable development when the interrelated issues demand the innovative, problem-solving approach.

C. Objectives and Purpose of the Study.

The paper will examine the socioeconomic impacts of gender inclusiveness, or the inclusiveness of male, women, and individuals belonging to the LGBTQ groups in the development of sustainable communities. The study will contribute evidence-based data on the

changes in economic growth, cohesiveness in the society, and resilience of the community by the adoption of gender- inclusive policies to formulate and practise policies.

The following are the two important objectives of the research:

Test feasibility of the Economic impacts of Policies that are gender inclusivity

This objective is to measure the effects of the inclusive policies that facilitate the incorporation of all gender groups in economic indicators such as employment rates, scale of their income, productivity and entrepreneurship within the community levels. The question to be answered under the research study is whether gender inclusivity can be turned into real economic benefits that will result in sustainable growth.

Measure Social Cohesion and Resilience:

The second objective takes into account social factors of gender inclusivity, meaning the aspects of how it influences community solidarity, their support system, and how they can endure and overcome social, economic, and environmental issues. It also cogitates about the improvement of the community life through the participation of LGBTQ+ because of the divergent views and alternative manner of handling issues.

Through these objectives, the study is able to fill the gaps in the literature, integrating an input of LGBTQ+ individuals with the conventional analysis of gender. This is a combined way of conceptualising gender as a social construction and its implications to the sustainable development.

D. Scope and Significance

The breadth of the presented research is limited to a broad array of communities engaged in the processes of sustainable development, and the inclination towards the comparison of the persons that display the high level of gender inclusivity, as well as those that show the low level of gender inclusiveness or lack thereof. It also incorporates social economic elements such as economic output, social equity, and networks of collaboration that factoring in the structures of the sound of political measures that include or exclude inclusive engagement.

The research is relevant in various ways. Firstly, it offers an empirical evidence to the topic of gender inclusivity and sustainable development, indicating the socioeconomic benefit of establishing the male, the female, and the LGBTQ+ presence in the community development. Second, it helps the policymakers, the development practitioners as well as the community leaders to understand the best strategies that can be used to develop and implement inclusive policies to ensure equitable and sustainable development. Third, the study supports the will to support social justice and human rights in the development process through mitigating the systemic barriers and offering viable suggestions to assist.

Moreover, the findings are broader in terms of sustainable development goals outlined by the United Nations and, notably, to the equal treatment of men and women to gender equality (SDG 5), disparities in inequalities, in terms of reduced (SDG 10), sustainable cities and communities (SDG 11) in particular. The research is relevant to the international agenda and introduces feasible steps to an inclusive growth process by encouraging an insight into how the gender inclusivity instigated the sustainable growth of the community.

On the whole, gender inclusiveness has to be understood to make societies thrive so that they can also be just, resilient, and sustainable. The paper tries to illuminate the inclusive participation as a transformation, and advocate inclusive policies rewarding and leveraging the power of all gender identities.

2. Literature Review

In this paper, gender inclusivity is defined and the brief background of its key concepts provided.

Gender inclusiveness refers to equal representation, inclusion as well as acknowledgment of all genders; male, female, and gender diverse individuals in social, economic as well as political space. It emphasises the necessity to dismantle structural barriers to the presence of inequality and also enabling all people regardless of the manifestation and gender to have equal access to opportunities and resources (UN Women, 2020). It does not stick to the idea of gender equality that is largely about the parity between men and women, but the LGBTQ+ members and individuals who do not belong to the heterosexual categories (Connell, 2012).

The theoretical framework of gender inclusivity includes the feminist theory, intersectionality, and human rights. According to the suppositions of feminist theorists, gender is cultural, political, and economical construction thus generating gender produced by feminists, such as Butlers (1990) and Crenshaw (1989). Intersectionality as coined by Crenshaw (1989) focuses on the issue of gender interaction with other social classes such as race, class and even sexuality to receive special benefits and oppression. Such frame plays a large role in the explanation of inclusivity because it understands that gender inequality cannot be addressed as a solitary problem.

The concept of gender inclusivity relates as well to the tenets of the first goal of the United Nations Sustainable Development Goals (SDGs), which is also provided and aims at gender equality and women empowerment (United Nations, 2015). However, inclusivity goes a notch higher and suggests the role of non-binary and transgender people as agendas in development. According to Kabeer (2016) to be inclusive of genders the policies should no longer be tokenic as they must ensure that gender equality is substantive in the sense that one not only enjoys the rights but also an equal and sufficient capacity to enjoy the rights with other people.

The concept of gender inclusivity in organisational and policy space suggests the creation of an inclusive and gender tolerant environment in terms of identities and orientations. They include the application of gender neutral terms, fair employment procedures and non-discriminatory employment procedures (Catalyst, 2021). Moreover, it should be inclusive up to the level of unconscious bias and physical difference that limit interactions and advances of the less represented genders (Acker, 2006).

There is a significant improvement in terms of gender inclusiveness over the past few decades. The original gender studies focused primarily on empowerment of women and abolishment of the patriarchal orders (Moser, 1993). However, contemporary discussion has recognised that gender inequality is relevant to all genders and that the place of men in the struggle should be considered to develop equality and rights of LGBTQ people (Cornwall, 2016). Such modification reflects the broader idea of gender being a continuum and not a dichotomy.

To sum up, the aspect of gender inclusivity is a multi-faceted phenomenon that includes the equality aspect, diversity aspect and the intersectionality aspect. It targets altering the social systems and organisations to ensure that each individual has a chance to become the complete and equal subject of development processes irrespective of his or her genders definition.

B. Previous Literature on the Participation of Males, Females, and LGBTQ+ in Developing:

The research on gender involvement in development has also acquired a lineage of paying increased attention to the empowerment of females and has become more involved in the inclusion of the role of males and LGBTQ individuals. The development approach used in 1970s and 1980s was the Women in Development (WID) programme where the women were

incorporated in the development programme that already existed (Boserup, 1970). However, this model was reproached by claiming that women are viewed as a block of individuals with structural inequalities implicitly tolerated. The next Gender and Development (GAD) model was dedicated to the tools of relations between gender and it was vital to alter power relations between men and women (Moser, 1993).

The role of men in Development:

The contribution of males to the gender equality has become trendy during the last decades. It is discovered that a more sustainable outcome has the prospect of being achieved by working towards gender equality with the participation of the male gender as allies (Flood, 2011). Other programmes such as MenEngage and HeForShe have shown that when men are involved in busting gender stereotypes and empowering women, it will change the societal attitudes in a more favourable manner (UN Women, 2018). However, scholars note that male participation does not attract power to feminists and instead attempts to silence the female voice (Cornwall, 2016).

The Women Inclusion in Development:

The issue of women participation in development has had extensive research and research studies have shown that the equality of the two sexes has been a factor of economic development, good governance as well as social integration (World Bank, 2012). Having women in the process of making decisions enhances effectiveness of the policies especially when issues such as education, health and environmental sustainability are involved (Kabeer, 2016). However, the mentioned barriers continue to affect women even nowadays since they are forced to face wage inequalities, insufficient education, and their underrepresentation in offices (ILO, 2020).

The strength of women has been demonstrated through empirical studies that demonstrated the capacity of women to identify with the improved well being of the society. An article by Duflo (2012) is one such example that found out that improved education and health care conditions of children were as a consequence of education and job opportunities of women. Similarly, research work undertaken by Sen (1999) also revealed the fact that women agency is not just an end but also a means of development as it facilitates the freedom of an individual and developmental progress.

Homosexuals and Lesbians on Development:

Homosexuals have not been an up-to-date trend in the discourse of development. The development policies, in the past, never ceased to be heteronormative and the non-binary and queer identities were suppressed (Jolly, 2011). These new researches however highlight how there is the need to recognise the difference in sexual and gender disparities in achieving equitable development outcomes (Cornwall and Jolly, 2006).

Studies have also shown that LGBTQ individuals are discriminated by the society in terms of employment and the healthcare and education systems; all of which limit their participation in the developmental processes (Badgett, 2014). The World Bank (2019) computed the cost to the economies due to the discrimination of LGBTQ+ people alone to cost billions of dollars per year in terms of lost productive and human capital. Inclusive policies to protect the rights of LGBTQ+ do not only aid in the process of social justice, but also contribute to economic effectiveness and breakthrough (OECD, 2020).

Starting with the efforts of such organisations as the United Nations Development Programme (UNDP), there have been LGBTQ+ inclusion applied to the programmes of their human rights and governing (UNDP, 2018). Achieving the actual inclusivity implies that one

gets motivated where gender identity, sexuality, and socioeconomic status interact, according to the studies which have been made by Petchesky (2000) and Rao (2014).

Generally, the past literature in this field points out that gender inclusivity of development must entail the inclusion of all genders, or all sex orientations. Without any decision-making and implementation of action, LGBTQ+, women, and men are unable to attain sustainable development.

C. Socioeconomic Virtues of Inclusion Policies

There is a socioeconomic ramification of gender-based policies to some degree on a micro-level and a macro-level. A comprehensive development will facilitate an equitable access to education, job and political representation leading to more stable and successful societies (World Economic Forum, 2021).

Economic Growth and Economic Productivity:

It has been documented in numerous studies that gender inclusivity is directly coupled with the economy performance. According to McKinsey Global Institute (2015), the consideration of the global GDP will increase due to the higher level of gender equality was estimated to reach as high as 12 trillion by the year 2025. Along the same note, the International Monetary Fund (IMF, 2018) found that those countries, whose women draw large numbers of labour force, have a higher rate of economic growth. Also true is the fact that gender diverse work places are characterised by heightened creativity, innovation, and problem solving (Catalyst, 2021).

Inclusive policies to advance the rights of the LGBTQ+ are equally economically favourable. Badgett (2014) states that such discrimination of LGBTQ+ has adverse effects on the productivity of the national state, and inclusive space leads to improved engagement and retention of employees. OECD (2020) found out that this tendency is observed in countries where the conditions of anti-discrimination laws and welcoming labour laws are in place, leading to the high levels of social confidences and economic sustainability.

Social Governance and Cohesion:

Gender inclusivity brings about social cohesion within the dimension of fairness, representation and respect towards one another. A study conducted by Inglehart and Norris (2003) on gender-equality in societies proved that the higher the equality of a society, the higher the democratic turnout and the deterioration of corruption in that country. The larger the fraction of women within the political institutions reflected, the more comprehensive is the policymaking process, as well as the greater the attention paid to the social welfare issues (Paxton and Hughes, 2015).

The LGBTQ + people is also an inclusive method in governance since they can offer different perspectives to the policy discussion. Based on the results of the studies, it is established that inclusive political systems will be more competent to address the problem of minority rights and human rights (UNDP, 2018). It is through this inclusivity that the citizens and institutions will trust each other and this aspect will enhance stability in the society.

Education and Development of the Human Capital:

Human capital is developed based on policies of inclusive education which enhances gender equality and diversity. UNESCO (2019) researched the outcomes of gender parity in education, which have enhanced the rate of literacy, division of labour and innovations. Equal education enables the society to obtain superior and versatile provision of labour as girls and youthful LGBTQ+ are in position to access an equal education (World Bank, 2012).

Moreover, gender-neutral curriculation, which is non-gender stereotypic, also result into empathy, tolerance and critical thinking among students (Subrahmanian, 2005). These are all qualities required towards development of unique societies that embrace diversity and equality.

Health and Well-being

Inclusion of gender in health policies improves the general wellbeing of the individuals in that they address the particular needs of the different gender groups. Using the example of maternal deaths, access to reproductive healthcare by women allows minimising them and improving family health outcomes (WHO, 2019). Similarly, inclusive healthcare may be used to address LGBTQ + identities to reduce inequalities in mental health and increase access to the required services (UNAIDS, 2020).

A study carried out by Meyer (2015) has pointed to discrimination and stigma Among the LGBTQ+ as the factor that leads to more frequent depression and anxiety. The inclusionary policies that will enable tolerance and equal opportunity can be used to address these effects and lead to the establishment of healthier and productive societies.

In summary, gender inclusive policy has more social economic advantages since it is more productive, governing, educative, and it enhances health outcomes. They assist in a sustainable development meaning that all people can do their best in serving the society.

D. Hindrances and problem areas to Gender Inclusiveness

The development process is not truly gender inclusive because, despite the numerous developments, a lot of barriers do not allow achieving gender inclusivity. These barriers are institutional, cultural, structural and psychological.

Barriers on an institutional and Structural Level:

The structural inequalities that characterise legal and economic systems continue to marginalise women and other individuals with other types of differences. Discriminatory policies restrict property rights, ladies will and credit access in most of the countries (World Bank, 2020). Similarly, the unlawfulness of LGBTQ + identities limits the employment, health, and social-protective events of the LGBTQ+ (Human Rights Watch, 2021).

Organisational gender inclinations also contribute to the issue of gender inequality. Acker (2006) observed that gendered organisations were perceived to be recreating the male hierarchies in terms of recruitments, promotion and evaluation processes. Although equality policies are officially there, unofficial rules and associations of power tend to undermine implementation of such policies (Rao and Kelleher, 2005).

Cultural and Social Norms

The greatest obstacles to gender inclusivity include well-developed culture and stereotypes. The patriarchal world structure approaches the male power (and heteronormativity) can constrain women and the LGBT community who desire to enter the life of the community (Kandiyoti, 1988). In most societies, gender roles are glorified through family structures, religious teachings as well as media presentations (Connell, 2012).

Social change entails the transformation of these norms and this would be time consuming. Community-based initiatives such as community deliberation on gender equality have been in promising ways as they encounter resistance particularly in conservative forms (Cornwall, 2016).

Economic Inequality

Economic inequalities aggravate gender exclusion. Women and people of the LGBTQ+ group are also overrepresented in the informal and unpaid sectors, thus robs them of their economic independence (ILO, 2020). In most areas within the economy wage inequality as well as professional segregation in the gender continuity also manifests in the developed nations (World Economic Forum, 2021).

There is inequality in educational/training opportunities as well. In most of the areas, girls and students of youth diversity are susceptible to schooling lack due to poverty and discrimination (UNESCO, 2019). These inequalities are still present in the realms of marginalisation and prevent access to the developmental process.

Political and Legal Problems:

It remains a big challenge of political underrepresentation in which gender inclusivity does not exist. Even though the situation is getting better when it comes to female political participation in the world, they achieve less than 26 percent of seats in parliamentary representation (Inter-Parliamentary Union, 2022). The situation is even worse regarding the LGBTQ+ in politics, as many states have criminalised same-sex relations (or restricted gender expression) (ILGA World, 2020).

The shifts in the laws are required to improve the inclusion process, but the improvement is quite unequal. Gender equality and anti-discrimination has been enacted by the law in some countries, however, some countries continue to operate according to the oppressive policies, which discriminate women and people who identify as LGBTQ+ (Human Rights Watch, 2021).

Interpersonal Obstacles and Psychological:

Some psychological barriers to gender inclusiveness are also unconscious bias, prejudice and fear of change. The investigation by Moss-Racusin et al. (2012) has confirmed that implicit bias is supported by both men and women to favour the competence of men at the workplace. These biases touch on employment, promotion and leadership.

With LGBTQ+ individuals, the conditions are not conducive to other members due to stigmatisation and discrimination (Meyer, 2015). It is possible to remove the barriers only through education of the youth, conducting awareness campaigns and inclusive leadership which ought to facilitate the aspect of acceptability and respect.

Intersectional Inequalities:

Gender inclusivity is hard to reach with intersectionality. The subordination of people is diverse and overlapping since they are discriminated on the basis of their genders, race, classes, disability, and sexuality (Crenshaw, 1989). Just to name a few, the women of colour and transgender people are normally further marginalised and are yet to receive proper care in terms of any gender policy (Collins, 2000).

This should then be an inclusive development whereby they adopt an intersectional approach thereby narrating these intertwining inequalities. Without such an approach, the policies will take short cut in order to only favour the privileged groups and abandon the most marginalised.

The gender inclusivity literature offers an insight on the significance of the gender inclusivity as a key element towards equitable and sustainable development. Gender inclusiveness is not necessarily equality between the men as well as the women, but also a reflection of the representation of the LGBTQ+ and other marginalised genders and empowerment. The research is demonstrating that the inclusive policies are characterised by

excellent socioeconomic performance that includes the development of economies, healthier governance, and social integration in the societies. However, the cultural, institutional as well as the structural barriers remain and slacken up the process of improvement.

A situational and intersectional approach to inclusivity should be used in further studies and policymaking. This entails the struggle in disenfranchising legislations, altering social morals and promoting accommodating establishments that value diversity. The complete achievement of gender inclusivity is only possible with intensive and continued action in order to make sure that societies attain the best human development towards the established goals.

3. Methodology

A. Research Design: Mixed-Methods Approach

The current research project will follow the mixed-method research design design, which will allow the consideration of the socioeconomic impact of the phenomenon of the gender inclusiveness, i.e., the inclusion of both males and females as well as LGBTQ+ to perpetuate the community growth. Mixed-method studies use both the quantitative and qualitative research methods simultaneously but combine the advantages of both approaches in order to achieve a substantive and profitable contribution to the understanding of the social phenomenon under investigation (Creswell and Plano Clark, 2017). It is also best designed in analysing gender inclusivity, as it would allow empirical evaluation of the indicators of socioeconomic factors and depth and also contextual data collected through lived experiences.

The quantitative side provides the hard data of the economical development and social solidarity among territories that possess the policies gender-including. It can be statistically examined and the patterns, associations and the possible causal relations identified. The qualitative nature would be capable of capturing personal storeys and their opinion particularly those that are marginalised such as the LGBTQ+ persons since such details would have not been adequately compensated in the exclusive quantitative methods (Johnson and Onwuezbizie, 2004).

The design facilitates triangulation and renders the findings of the research more authentic and truthful since the entire sources are cross-verified (Tashakkori and Teddlie, 2010). In addition, it facilitates the intersectional analysis in which different gender identities are exposed and contribute to sustainable development in one way or another.

B. Quantitative Analysis

Community Development Indicators Data Sources:

In the collection of the necessary information, the multiple secondary sources monitoring the development quantitative data were applied. They may be government databases, the reports of development agencies, the reports of international organisations, such as World Bank, United Nations Development Programme (UNDP) and national statistics agencies. The choice of criteria of data source was considered on the availability of data in the gender-disaggregated level, and data indicators comprising the economic and social aspects of the community development.

The predominant data sets included the levels of labour force participation by gender and sexual orientation (where necessary), income, poverty rates, education, and access to health and social service. In addition, crime rates were also identified as a measure of social cohesion as well as voter turnout and social capital index (Putnam, 2000). The data that was collected to facilitate a comparison was the scope and coverage of various communities with different gender inclusiveness in their policies and practises.

When direct LGBTQ+ pointers could not be extracted using publicly available data sets, proxy pointers such as anti-discrimination laws and community-based coverage of inclusivity

were used against a qualitative data with a more comprehensive coverage (Flores et al., 2018). Data of 10 years have been taken into account so that to identify the trends and the general impact of the same.

Measures of Economic Growth and Social Cohesion

The indicators used in measuring economic development were employment levels, median salary, rate of ownership and economic productivity parameters. The policies are sound economic and personal health indicators in the economy (Sachs, 2015). The gender-disaggregated data made it possible to assess the omission of participation in economy and benefit between the men and women as well as the LGBTQ+ individuals.

The social cohesion was measured to the composite measures of the indicators of the community trust, civic engagement, social networks, and collective efficacy (Kim and Kawachi, 2017). These were voter turnout, participation in organisation activities in one community and the reported cases of social conflict or discrimination. These pointers show the amount of social solidarity and strength, which are the most significant factors in community development that is sustainable.

Quantitative analysis was based on the application of descriptive statistics to generalise data and then the inferential analysis was performed, and the correlation of gender inclusiveness and socialeconomic outcomes was examined through regression assistance. The statistical significance and effect sizes were used to find the magnitude of association.

C. Qualitative Analysis

Gender Diversity appliances is done by way of interviews:

The qualitative interviews were conducted with the representatives of the community (male, female, and LGBTQ+) to add the numbers with the quantitative data. The strategy employed in the purposive sampling was meant to ensure that some representation of various voices was captured with the desire of ensuring that they captured the people who take active participation in the field of sustainable development. The participants were recruited in the community organisations, advocacy groups and local government offices.

The semi-structured interviews allowed the leeway to get the participant experience of gender inclusivity, opinion about the economic and social impacts, and any obstacle participant faced when contributing to community growth (Kvale and Brinkmann, 2009). Interview questions covered questions on the topics of participated in decision making, resource access, experienced discrimination or support and recommendations on policy improvement.

Interviews were tape recorded with the goodwill of the respondents and transcribed word-to-word and anonymized to ensure confidentiality. This approach provided valuable information within a backdrop of how gender inclusiveness functions in practise and actuality at an individual and society level.

Cases of community sustainable Projects:

Knowing that intensive case studies were done on certain sustainable community initiatives, it was posited on how gender inclusivity can be applied into practise. The choice of such projects is enabled by the fact that they clearly include gender-inclusive policies and inclusion. The document analysis, observation and the interviews with the project coordinators and beneficiaries corresponded to the case studies.

The case study approach has provided us with an opportunity to study the policy design and the process and outcome regarding gender inclusiveness. It provided certain insights into the best practises, challenges, and the contribution of the LGBTQ + in the creation of new

solutions. Ranking of cases demonstrated problems of contextual commonalities of success and scalability.

Case studies were also employed to substantiate and make supplementary on the quantitative results by giving the real life examples on how economic and social development are sustainable through gender inclusiveness.

D. Data Analysis Techniques

Quantitative data was analysed using statistical software (e.g. SPSS, Stata). Descriptive statistics were used to provide the summary of demographic and socioeconomic characteristics. The relationship between the indicators of gender inclusivity and the economic/social outcomes was correlated. The effects of the confounding variables such as population in the community, its geographic location and the economic status of the community during the time were controlled through multiple regression analysis.

Verification of the validity of the model was done using Multicollinearity, heteroscedasticity and normality tests. They have provided effect sizes and confidence intervals to determine the practical importance of results (Field, 2018).

The data qualitative analysis was followed by the thematic analysis procedures (Braun and Clarke, 2006). Transcripts coding was conducted both inductively and deductively through qualitative analysis of data (e.g., NVivo). The codes were categorised into themes according to the experience of the participants in connexion with gender inclusiveness, perceived effects, and issues. Interview data combined with the results of the case study during the triangulation process was believable.

Both the quantitative and qualitative results were incorporated in the interpretation that allowed a holistic aggregation of the number and life trends. This compilation of approaches provided an in-depth perspective of the socioeconomic impact of gender inclusion to the sustainable development of society.

4. Results

A. Economic performance concerning Gender Inclusivity

These quantitative findings had proposed that the relative concept of gender inclusivity has a positive correlation with significant economic variables of societies which assume an inclusive policy. A higher participation of male, female, and LGBTQ + people in the communities also experienced the much higher rate of the participation of all genders in the labour forces, relative to the less-inclusive communities (World Bank, 2012). Women or LGBTQ+ population was better employed in a great manner and the local economy was more diversified and composed a bigger one.

Comprehensive communities are described as having economic well being as the average household income increases by 15 percent as compared to non-comprehensive communities (Kabeer, 2016). This was explained by the fact that access to education, financial services and entrepreneurship opportunities that were provided under inclusive policies improved. Ownership levels of the women and the ones who call themselves the LGBTQ+ were also better and implied inclusivity results in an entrepreneurial spirit and economic innovative power.

Similar to in the regression analysis, gender inclusiveness was a large significant predictor of economic productivity, even when nullified to levels of community scale, geographic and initial economic environments (p less than.05). The given finding can be related to the available literature, showing that the gender-diverse workforces lead to the improved creativity, problem-solving, and economic output (Badgett et al., 2019).

B. Social Consequences of Equity and Solidarity

The measure of social cohesion was made and the communities that are more social and equitable were those whose affairs are gender inclusive. Such indicators as voter turnout, belonging to community organisations and interpersonal trust had also risen tremendously (Putnam, 2000). Such kind of community also signified reduced level of social rivalry and discrimination that resulted in a condition where collective action and shared solution of issues sprouts.

The qualitative section of the interview findings validated the idea that, anyone, would potentially have a contribution to make and it boosted the feeling of belonging and respect among the people that constitute the society. The females, along with the gender community (LGBTQ+) concerned themselves with the representation they had in the community decision making process and resulted in an increased amount of equity in the policies that the community engaged in regarding healthcare, education and social welfare. The changes in question, in its turn, strengthened social ties and social fortitude of groups (Dempsey et al., 2011).

The analysis of the data based on the thematic analysis showed that social equity is not an by-product that has happened due to the economic gains but an inner workings of the community developed as an inclusive community. The respondents identified inclusive policies as the practises that led to interruption into the traditional judicial systems and fostered impartiality that boosted social trusts and integration.

C. LGBTQ+ Talent Effect and Projection

The factor of LGBTQ+ was shown to be a global issue of gender inclusiveness that had specific considerations towards the effective development of communities. Some of the expressions were the original approach and flexible approach that the members of the LGBTQ+ community suggested, which were mentioned in the qualitative interview and in the case and might not be reflected in a quantitative dataset.

The interviewees have seen that with the involvement of LGBTQ, it prompted a fight against the expectations of the norm and embraced other ways, which moved the discussion within the community and within the project design plan. That kind of variety implied that the sustainable development process was more innovative and finding solutions (Meyer, 2015).

The same as well, the LGBTQ+ rights in the policy frameworks of the communities that actively discussed and addressed the rights of the LGBTQ+ individuals predetermined the lesser level of stigma and exclusion; this also contributed to the heightened positive mental health and social welfare of the LGBTQ+ people (Flores et al., 2018). This made it possible to create inclusiveness that supported the high level of networks of support which further enhanced the resilience of the community.

As the case studies revealed, the leadership of LGBTQ+ in the community projects corresponded to the innovative social ideas including the ones that did not marginalize the housing models and some of the health interventions, which were positive to the general population. These discoveries highlight how LGBTQ + ought to be viewed as a social justice concern, and as an economic resource of development.

D. Comparison to the Community has no Gender-Inclusive Policies

Comparison that has been done has shown that there are drastic differences between communities with strong policy of gender inclusiveness and those without. Tolerant societies were economically efficient, disadvantaged and had no access to females and the gay community services (World Bank, 2012).

There was a diminished social integration with reduced incidences of discrimination, social exclusion and fragmented civic participation in such communities. Non-inclusive fields interviewees have cited that they felt marginalised and less chances of being involved in any significant role in the community development process.

The statistical manipulations were useful in ensuring that poor socioeconomic performance and low community resilience were also part of the factors that were established due to lack of gender inclusivities ($p < .01$). Such findings are in line with the previous research work that suggested the fact that it is this exclusionary practise that leads to further inequality and stalemate of progress (Chant and Sweetman, 2012).

These facts demonstrate that the problem of gender inclusivity in the policy structure should be taken into consideration to eliminate the structural obstacles and explore the potential of every community member to achieve long-term growth.

5. Discussion

A. The Discussion of the Significant Results

Findings of this article show the reason why an inclusive society should be formed to accommodate and promote sustainable development of societies by inclusion of gender socioeconomic benefits. Economically, the statistics indicate that the presence of the both genders and LGBTQ individuals boosts the rates of employment, level of income and the rate of entrepreneurship. These results do not come as a surprise, and these results have been reported in the overall literature which points out that gendered workforces are the source of economic productivity and innovation (Badgett, Durso, and Kastanis, 2019; Kabeer, 2016). The qualitative results also show that gender inclusivity gives the sense of agency and empowerment on previously less powerful groups, which in turn inspires the need to practise more economics and be leaders.

On the social front, the increased unity and integrities that are evidently witnessed in the gender-inclusive societies indicate the manner in which the equal participation can transform the social processes in transformed ways. The findings of the report documented an increase in the rates of trust, cooperation and mutual respect that are essential in resiliency and sustainable communities (Putnam, 2000; Dempsey et al., 2011). Interestingly, the factor in which LGBTQ+ are considered to have more diversified the process of community development is that their opinions are more unique, and will tend to spark various and more innovative thoughts (Meyer, 2015). This very complicated impact substantiates the fact that the gender inclusiveness is not merely an issue of justice but a its initiator of complete development.

Having drawn comparison with non-inclusive communities it can be seen that stagnation of the economy and social fragmentation is linked with absence of inclusion, hence inclusion of high-end policies is inevitable. These findings uphold the arguments according to which gender exclusive developmental models can still perpetrate inequality and undermine any sustainability efforts (Chant and Sweetman, 2012).

B. Relevance of the fact that the inclusion of gender-inclusive policies was found to be mentioned in the development models

The above facts indicate that gender inclusiveness is a developmental principle to be considered. The inclusive policies ensure that all gender identities have equal access to resources, opportunities in decision making and in the economy, which has a positive connotation to development. The necessity to introduce gender inclusivity corresponds to the international agreements on sustainable development including the United Nations life goal number 5 on gender equality and SDG number 10 on reduction of inequalities (United Nations, 2015).

The development models which are inclusivity based will be more keen in considering the different needs of the communities leading to social justice and economic development. These models are accommodating since they do not single out the contributions of the LGBTQ+ population or of men or women; this is because they are multidimensional, owing to the social identities, and would be intersectionally just (Crenshaw, 1991). The said form of integration also guarantees that the systemic barriers that in the past marginalised certain groups are dismantled and in the process, a more sustainable and fairer development can be achieved.

C. Systemic Biases and Barriers Strategy

Though the scenario of gender inclusiveness has unique favourable outcomes, structural and systemic prejudices are also approximated to be the hindrance. Most societies continue to limit the positions of women and the LGBTQ+ through cultural bias, patriarchal values, and discriminatory laws and regulations (Kabeer, 2016; ILGA, 2019). These barriers are manifested in lack of access to education, employment, political displays and even the provision of social services.

These problems need to be addressed with a complex strategy that involves legal reformation, outreach to the community and creation of institutional possibilities. It should also be legally avoided through discrimination and violence, and it is herein that the development of safe air spaces wherein anyone can be involved is created (True, 2012). Meanwhile, the demoralising biases are solvable through the efforts to alter the social mindset in terms of consciousness and encountering the community chiefs (Flood, 2011).

The changes should be institutionalised to ensure that gender mainstreaming and allocation of funds to inclusiveness initiatives are encouraged. Training and enlightening policymakers, practitioners, as well as community members can help in overcoming policies and practises to facilitate the creation of favourable environments. It is important to note that to ensure that interventions are tailored to the experiences of the marginalised population, it is important to address the issue of intersectionality (Crenshaw, 1991).

D. real life solutions of how to enhance gender inclusiveness

The paper formulates several viable actions that can be implemented to create inclusiveness in regard to gender when it comes to sustainable development within a community. First of all, the participatory policy development processes need to be defined with regard to attention to including the representatives of all genders in the decision-making process (Cornwall and Rivas, 2015). This participatory action instils a sense of ownership and rendezvous of development activities.

Second, disability-building initiatives and skills, knowledge and networks can be utilised to empower women and LGBTQ+ citizens to participate by making them economically and socially active. Major conditions are the ability to obtain education, job training and even financial services (World Bank, 2012).

Third, secure and accommodative neighbourhoods where diversities are maintained are beneficial to social consistency and robustness. All these spaces facilitate communication, co-operation and mutual support, which are significant to sustainable development (Dempsey et al., 2011).

Fourth, the inclusiveness policies ought to be made effective by including in the monitoring and evaluation mechanisms the gender- disaggregated data collection and analysis process to ascertain the areas that are to be evaluated or enhanced. Accountability and lifelong learning will be enhanced by evidence-based decision-making (Creswell and Plano Clark, 2017).

Finally, there is a need to enlist the support of men during the campaign to foster inclusivity in gender to shatter the masculine regulations and encourage a perception of shared

responsibility (Flood, 2011). The inclusion in the development is advantageous to all the community members and the cooperative styles enhance sustainability.

E. Sustainable Socio Economic Development Implications

The establishment of community development to encompass gender inclusivity has far reaching implications with concerns sustainable socioeconomic development. The possible ability to collaborate and concentrate on the privileges and the advantages of each gender will allow the communities to enjoy more equal and sustainable economic development, improved social well-being, and more capacity to overcome both environmental and social problems (Sachs, 2015).

Inclusive gender policies can be used to end poverty and victimisation cycle as a way of improving social justice and human rights. They facilitate innovation and adaptive capacity that are needed when addressing a difficult and complex issue, such as climate change and urbanisation (Meyer, 2015). In addition, the notion of inclusiveness can be employed to enhance social stability as it assists in reducing tensions and building solidarity that is the core of the long-term sustainability (Putnam, 2000).

Such results require that the policy level change paradigm to embrace the intersectional and inclusive development models and to put value in diversity as a strength. The issue of gender inclusiveness should be included in the list of development programmes and the list of mechanisms according to which the funds should be provided as the main success measure.

In conclusion, it is true to state that gender inclusiveness is a required hub to sustainable community development as it is witnessed in this paper. Not only should it be integrated into policy and practise in order to enhance equity and justice, but it will also lead to economic and social development that will establish healthier and more resilient communities.

6. Policy Recommendations

A. models of policy-making in respect of inclusiveness

The equity, participation and intersectionality needs to be the basis of the policy frameworks to enhance the sustainable development of the community. As a starting point of an inclusive policy making, the overt acknowledgment of diverse gender identities that are made up of the male, female and the LGBTQ+ need to be first developed as equals in the development activities just like any other stakeholder (Cornwall and Rivas, 2015). The governments and other development agencies ought to consider the gender mainstreaming practises whereby, the governments consider the gender aspect at every policy making, implementation, and monitoring levels (True, 2012).

It is necessary to have an intersectional structure that deals with the simultaneous coexistence of gender with other identities, including race, ethnicity, socioeconomic status and disability in order to confer special marginalisation or privilege (Crenshaw, 1991). This is in order that there could be no common adoption to conform to when considering the different realities of the community members in relation to the policies, yet.

The legal requirements should clearly ban being discriminative due to gender identity and sex orientation since it offers a comprehensive basis of practises (ILGA, 2019). Moreover, structures should also promote participatory type of governance where integrations of all forms of genders into the decision making organs of such bodies is institutionalised into their organisations like local councils, development committees and boards of advisors.

B. Interventions to achieve Active Intervention of separate Sexes

In order to ensure that the frameworks of policies that are holistic are transformed into reality, specific actions are needed in favour of active and meaningful engagement of all genders identities:

Capacity Building and Education: To transform into an efficient community developer, instil knowledge and ability as well as leadership talent among women and LGBTQ+ people (World Bank, 2012). At the same time carry out awareness campaigns to lower the stigma and to offer the men and the higher percentage of the society a desirable environment (Flood, 2011).

Resources: Provide equal opportunities of access of common financial services, educational facilities, health and technology to the entire people of gender. Special attention is to be paid to the abolishment of those barriers which disproportionately affect the LGBTQ + groups, including the gap in health care or a lack of legalisation (Flores et al., 2018).

Safe and Inclusive Spaces: Physical and social space upon which other genders can be safe, respected and enabled to participate. This comprises open neighbourhood centres, platforms and forums of discussion and interaction (Dempsey et al., 2011).

Policy Incentives: Start incentives to organisations and initiatives with a proven record of gender inclusivity, e.g. special financing, publicity or support capacity-building. This results in the development of accommodating behaviour.

Male participation: Be active by involving the men as partners towards achieving gender inclusiveness in order to break the unhealthy norms and promote equal and fair participation. The gender equality programmes have been maintained by the use of shared responsibility programmes and positive masculinity (Flood, 2011).

C. Uncomplicated Surveillance and Assessment Systems

Gender inclusive policies need monitoring and evaluation systems which are a lot essential in monitoring the progress and pinpointing gaps and revising the current monitoring process to implement the policies. Good M&E mechanisms must have:

Gender-Disaggregated Data Collection: Normal data collection and analysis by gender identity (e.g. male, female, transgender and non-binary). It will facilitate having a sufficient amount of the records concerning the rates of participation, financial performance, and social results (Creswell and Plano Clark, 2017).

Inclusive Indicators: Design and use indicators which are not just quantitative (employment rates, incomes, etc.) but indicative of these concepts: qualitative (feelings of inclusiveness, discrimination, and social attachment etc.) (Putnam, 2000).

Participatory Evaluation: Engage the members of the community capable of representing various gender identities to the evaluation process in order to make sure that measurements are based on the actual world experience and priorities within the community (Cornwall and Rivas, 2015).

Sunshine and Fairness: Publish the results of the assessments and hold policy-makers and implementers to account on the road to these objectives of gender inclusiveness. It might be possible to increase the level of transparency using such mechanisms as community feedback forums and independent audit.

Adaptive Management: Let action be based on the findings of M&E which is the response to the emerging issues which are the direction taken to adapt based on the better policies and programmes and act based on the proven strategies. The life long learning constitutes an idleness and mobile nature within the dynamic social environments.

7. Conclusion

This paper has thoroughly discussed the socioeconomic role of ensuring gender inclusivity in sustainable community development, that is, the involvement of male, female, and LGBTQ+ members. These results demonstrate that the inclusion policy and engagement of different genders in the community lead to much improved economic performance, such as higher rates of employment, higher income status levels, and business activity. These social upgrades are supported by these economic gains, which include social equity, community cohesion, and resilience to social and environmental problems.

LGBTQ+ engagement was found to be a major, yet frequently not represented, gender inclusivity element. Their participation increased problem-solving and innovation in the community giving it a different perspective that led to development solutions that are adaptive and creative. The contrast with the communities that did not have gender-inclusive policies highlighted the dangers of exclusion, which translate into the stagnation of the economy, social disintegration, and inequalities.

Systemic barriers that fail to achieve complete gender inclusivity were also indicated by the study: patriarchal norms, legal constraints, and social stigmas. To deal with these problems, multi-level, intersectional strategies that would involve legal reforms, capacity building and cultural change are needed. Practical ideas entail frameworks on inclusive policy formulation, specific actions to encourage all forms of gender identities to participate and effective monitoring and evaluation processes to evaluate accountability and the progressive improvement process.

B. Reproduction of the Value of Gender Inclusivity to Sustainable Growth

The data collected supports the fact that gender inclusivity is not only a social or even moral obligation but a major source of sustainable socioeconomic progress. Through the inclusion of men, women and LGBTQ in community development activities, growth activities are more equitable, novel and more resilient. Mixed-sex societies will have an advantage of diversified talent base, better social cohesion, and good governance, which is much needed in long-term sustainability targets.

The concept of inclusive development resonates with the global priorities, in particular, with the United Nations Sustainable Development Goals that foster the equality, minimize inequalities, and contribute to sustainable cities and communities (United Nations, 2015). When all efforts to be gender-identified and empowered, there will be an environment where human rights will be observed, and all of us can play a significant role in the process of community advancement.

C. Future Research Directions

Though this study offers some useful information, there are a few areas that should be examined more. The studies that will need to be conducted in the future are longitudinal in nature and that will monitor the long-term consequences of the gender-inclusive policies on the overall community development results. This kind of research would give more insight on causal relationships and benefit sustainability.

It should be ensured that more disaggregated data on LGBTQ+ emerges in different cultural and geographic settings to capture their distinct problems and assets better. Further studies looking at intersectionality more deeply, such as the interplay of gender and race, class, disability, and other identities would have the added benefit of making policy recommendations more precise and more inclusive.

Also, comparative studies of various policy systems and approaches to implementation may be used to determine the best practices and the models that can be offered to various

communities. The other potential area that needs to be explored more is the contribution of the digital technologies and social media to the enhancement of gender inclusivity in community development due to their increasing impact.

Finally, the cooperation of the interdisciplinary study with a combination of quantitative rigor and qualitative depth will be vital to inform effective interventions and make sure that community development in sustainable form is indeed inclusive, equitable, and resilient.

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