

Studies of the Discrimination Faced by the Sexual Minorities

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Abstract. Although the affirmative action movement of sexual minorities is gradually rising in the world, the survival situation of sexual minorities is still not optimistic. The number of sexual minority groups in China is huge. With the development of society, they have received more and more attention, but these groups are still in the shadow. Society still has a lot of misconceptions and stereotypes, which not only makes them discriminated against, but also aggravates their life pressure, and even affects their survival and life. Based on previous research reports on sexual minorities, this paper analyzes the plight of neutral minorities in China from the current aspects of workplace, marriage and campus, and the causes of such problems — socioculture and family style and school spirit. Finally, the paper summarizes and points out that the solution is to improve institutional guarantees and give full play to the guiding role of the media and education.

Keywords: Sexual minorities; equality; rights and interests; discrimination.

1. Introduction

Luo Muyuan (2016) summarized the study of Chinese homosexuality in English academia along the clues of "Chinese sex" and "homosexuality", and compared it with the research of Chinese homosexuality in China, pointing out that Chinese homosexuality is facing a different social and cultural background from that in the West. At the same time, the author pays attention to the voice of the gay group. Whether the voice of gay minorities as an example can be heard should be an important goal of scholars' research and the basic condition for solving related social problems [1].

In China, only 5% of sexual minorities indicate their sexual identity. Due to the influence of traditional social culture, sexual minorities still face difficulties from all sides in today's Chinese society [2].

Li Si (2021) found that homosexuality had appeared in China before the clan tribe, and went through different historical stages such as Shang, Zhou, Spring and Autumn and Warring States, Wei, Jin, Southern and Northern Dynasties, Song Dynasty, Ming and Qing Dynasties, and the social attitude towards them has also been changing constantly. From the Northern Song Dynasty, sexual minorities like homosexuality began to be suppressed and punished by the government, until the Qing Dynasty issued the first decree against homosexuality. From the perspective of social leading thought and religion, China is deeply influenced by Confucianism and Buddhism, and the public recognition of sexual minorities is very low [3].

Zhang Jing (2015), according to the sexual minority stress model proposed by Meyer, showed that sexual minorities experience the same stigma, bias and discrimination compared with the general population. The effects of external stress such as prejudice and discrimination on the health of sexual minority people is multifaceted, such as verbal and physical harm, negative emotions, suicide, and substance abuse [4].

Zhang Yanwen et al. (2020) pointed out that Chinese sexual minorities have many mental health problems, and family is one of their biggest stressors. They studied the effects of negative parenting practices on the mental health of Chinese sexual minorities through the Bifactor model. Based on 649 LGB using parenting questionnaire, depression-anxiety-stress scale and Kinsey scale, we found that for LGB mental health, the global factors of negative parenting style and rejection local factors had damaging effects, and excessive protection of local factors had protective effects [5].

Guo Lingfeng et al. (2019) focused on the harm caused by the negative factors faced by the adolescent sexual minorities on campus. The article noted that the negative effects of school violence

and bullying, such as suicidality and depressive symptoms, generally affect LGBT students more severely [6] than heterosexual students.

Gao Biye (2019) mentioned that since the Netherlands, the first country where gay marriage was legal in 2001, 31 countries had legalized gay marriage by 2019. Since the founding of the People's Republic of China, China has been vigorously promoting the development of the policy of gender equality, and compared with the past, women's rights and status have been greatly improved. However, this policy is difficult to meet the rights demands of sexual minorities, especially in the aspect of marriage and reproductive rights [7].

Lu Haina (2019) mentioned that in China's large population base, the proportion of sexual minorities is absolutely large, but we still rarely see them in life, especially in the workplace. The small amount of "coming out" proves social intolerance, and some of the discrimination incidents known to the public speak more about the difficulties of sexual minorities seeking relief after employment discrimination [8].

Wu Lijuan (2016) found that the work stability of sexual minorities is low compared with non-minority, and the proportion of no work is slightly higher than that of non-minority. At the same time, the welfare benefits of the partial minority in the work are lower than those of the non-minority [9].

Wang Junchen et al. (2022) used a snowball questionnaire survey of 181 sexual minority students who met the requirements. The results show that the neutral minority students have higher loneliness compared to the average student due to the stress of bias and stigma. The higher sense of loneliness will have a negative impact on students' individual psychological resilience, reduce their self-recovery ability in the face of pressure or frustration, and then increase the incidence of psychological and physical problems [10].

Shen Yichao and Fan Jianqiu (2016) mentioned: "The study of the marginal social groups and the social problems caused has attracted more and more attention of scholars in various related disciplines, and is no longer only confined to the scope of social anthropology"[11].

2. Situation Analysis

About one-third of respondents said they would be interacting with sexual minorities in their lives or thought that sexual minorities are not suitable for raising children. Thus, it can be seen that the acceptance of the general social group is still not good enough for the sexual minority. On this basis, the survival and living status of the sexual minority group in society are analyzed.

2.1. Job Market

Only 5% of sexual minorities in their study, work units, or religious communities choose to disclose their sexual orientation, sexual identity, or unique sexual expression. It is very shocking that for Chinese LGBTI people, the work unit is the place where they feel the most embarrassing and unsatisfactory life after coming out [12]. Equal employment right is a right closely related to the survival and life of the sexual minority. The choice of not appearing in the working environment proves the intolerance of the workplace environment. However, some discrimination incidents known to the public in recent years illustrate the difficulties that the sexual minority may face in the workplace. For instance:

GAO was diagnosed with irritability when he was the product director of the technology department at Dangdang, and then asked for leave from the supervisor and underwent a male-to-female replacement surgery. After being discharged from the hospital, GAO applied to his supervisor to ask him to have a good rest and suggested taking an extra month of sick leave. In the same year, Dangdang to GAO "absenteeism" on the grounds of its labor contract notice. However, the letter sent by Dangdang to GAO mentioned "mental patients, fear, anxiety and ethical embarrassment of other employees, and toilet problems", on which GAO claimed that he was subjected to the company's employment discrimination [13].

Studies have shown that sexual minority jobs have less stability compared with non-minority groups, and the proportion of no jobs is slightly higher than non-minority groups.

The study also noted that discrimination against sexual minorities in the workplace most often takes the form of "reminders of words or image," "verbal attacks," and "demanding a change in dress and behavior. "Of course, in addition to these several forms of discrimination with higher incidence, physical violence and other more serious cases also occur [14].

China's Labor Law and Employment Promotion Law do not explicitly include sexual minorities in the scope of prohibiting discrimination, but article 3 of the revised Employment Promotion Law stipulates that "workers enjoy equal employment and independent job selection in accordance with the law. Workers are not discriminated against based on their ethnicity, race, gender and religious beliefs. "Compared with article 12 of the Labor Law enacted in 1994, sexual orientation and gender identity can theoretically be added to it, but there are still many issues to be clarified to truly safeguard the interests of sexual minorities.

2.2. Marriage

Under this concept of marriage, the sexual minority group is undoubtedly facing great pressure. At the same time, the male / female binary approach intensifies the marriage and fertility pressure of sexual minorities, and the more sexual minorities choose heterosexual marriage is more likely to harm more people.

"Marriage law" and the marriage registration regulations stipulate the basic marriage system in China is a husband (male) one wife (female), and the local government in different s of the family planning regulations and the state in 2001 issued the population and family planning law of the People's Republic of China, the regulation of a man and a woman of husband and wife as the only legal fertility. Therefore, not only the right to marriage is not guaranteed, the reproductive right is difficult to be guaranteed, in addition, single citizens also lack the right to have children [15].

Compared with the non-minority groups of the same age, the proportion of sexual minority marriages who had reached the marriageable age was much lower. At the same time, nearly two-thirds of the respondents said they felt great pressure from their families to get married and have children [16]. Of the married sexual minority, 84.1% married heterosexual spouses another 13.2% were "formal marriage, and 2.6% registered same-sex marriage abroad. It can be seen that on the one hand sexual minorities may try to avoid entering heterosexual marriage when young, but on the other hand they will face increasing pressure to marry as they grow older [17]. In cases where non-heterosexual marriage or partnerships are illegal, a significant proportion of the sexual minority may still enter into a heterosexual marriage, causing harm to both others and oneself [18].

2.3. Campus

Minority student is more vulnerable to various minority pressures such as stigma, bias, internalized homophobia and discrimination, which has a direct and important relationship with loneliness [19]. The formation of personality is the result of the interaction between individuals and the environment. Most individuals have been in the school environment for a long time, and the school environment plays an important role in the formation of individual personality.

For students, studies also showed that family, school and directly related to individual daily life experience of the social environment of sexual minority of acceptance: family acceptance of sexual minority, more than 50% of respondents think family to sexual minority attitude for "not accept" or "not accept", by contrast, less than 30% of respondents think school teachers to sexual minority attitude is not to accept. Some school environments blur the attitude towards sexual minority, and more than 50% of the respondents think that the teachers' attitude towards sexual minority is "unclear" [20].

Another questionnaire study showed that whether there is a sexual minority identity suffer negative evaluation, discrimination or other injustice behavior feelings or experience, and sexual majority group members talk about whether will keep vigilance are important content of individual stigma,

and feel individual stigma individuals tend to report a higher level of loneliness, the conclusion is consistent with previous research [21]. The stated that individual stigma perceived by sexual minorities is negatively associated with the level of mental health.

3. Formative Factor

3.1. Socioculture

The thoughts and the orientation selection of sexual behavior to lay the social foundation for the family ethics system based on gay marriage, traditional Confucianism holds that homosexuality is a challenge to the heterosexual relationship between Yin and Yang, family integration and social order. Therefore, the traditional Confucian ethics firmly opposes and extremely opposes homosexuality with abnormal sexual orientation. From the perspective of religion, Buddhism was the mainstream religion in ancient Chinese society. Buddhism pursues abstinence, believing that all evil is the first. For Buddhists, they demand "five precepts", and one of them "not evil" is related to sexual behavior. Therefore, same-sex behavior is also resistance to [22].

According to the history book "Song Shu · Five elements" records: "since Xianning Taikang, male pet Daxing, more than female, scholar-officials are not still, the world salty imitation, or to the couple left, blame jealous". Later, the Qing Dynasty issued the first decree against homosexuality, and then after the founding of new China, the gay association was sentenced to hooliganism. As in the above, the revival of Confucianism began in the Northern Song Dynasty had a profound influence on thought, which was reflected in policy. Policy, as the guide of social culture, has opened up the exclusion of sexual minorities in Chinese social culture.

3.2. Family Style and School Spirit

Family is the living environment in which everyone contacts the earliest and the longest time. Family life occupies a particularly important position in the whole formation process of individual personality. However, studies have shown that the vast majority of LGBTI people suffer discrimination in all aspects of life, especially within the family, where family rejection and abuse are the most deep-rooted and unforgettable, and the family accepts the sexual minority. More than half of the respondents described a minority of their family members as "not very acceptable" or "not acceptable at all"[23]. Influenced by the one-child policy and the concept of human relations in Confucianism, many Chinese sexual minorities are facing great pressure in their families.

Zhang Yanwen (2020) based on Bifactor model, the negative parenting style on the influence of Chinese sexual minority mental health, and found that negative parenting dimensions (father refused, father excessive protection, mother refused, mother excessive protection) two positive correlation, mental health dimensions (depression, anxiety, stress) two positive correlation. Negative parenting style is positively correlated with mental health. Previous studies have also found that the influence of sexual minority individuals in the family environment during the period without clarifying their sexual orientation will affect the sexual minority individuals after clarifying their sexual orientation.

In China, entering the school is inevitable for everyone to experience in the process of growth. Most people will have a lot of time to live on the campus in adolescence, so the ethos and culture of the school will show an obvious influence in the process of personal growth. As a small society, the school also has the exclusive nature of the general society, but it is often more dominant than the general society. For example, school violence and bullying, which have attracted much attention in recent years. School violence and bullying can harm all students, and sexual minorities are often overlooked; sexual minorities (LGBT) mainly refer to gay, bisexual, and transgender people. Because of sexual orientation, gender identity, gender expression and other reasons, LGBT groups become vulnerable to violence and bullying in campus. Due to the high pressure of individuals to obey the mainstream gender norms, individuals who do not conform to the gender norms often encounter school violence and bullying. At the same time, in order to avoid school violence and bullying, LGBT students may deliberately show the gender expression under the traditional social norms, conceal their

true gender expression, increase the daily pressure, and then affect their mental health, such as the improvement of anxiety and depression.

The effects of the above two partial influencing factors on sexual minorities are usually complementary. Poor family structure, negative parenting style, and a stressful family atmosphere all encourage bullying. In the critical period of personality formation, due to the dual pressure of school and family, the long-term depressed environment will inevitably have a negative impact on their mental health, and then lead to some extreme behaviors or injury events. For example, in the Chengdu Park incident in 2022, sexual behavior occurred in a form that was extremely inconsistent with ethical norms or even harmed the interests of others. This extreme behavior is largely related to the long-term depression of personal psychology, but similarly, such behavior will also deepen the social misunderstanding and prejudice towards sexual minorities, and then lead to deeper contradictions.

4. Suggestions for improving the problem of discrimination faced by the LGBTI population

4.1. Improve Institutional Guarantees

The most concrete embodiment of the legitimacy of the rights and interests is the licensing and protection of the legal system. In the early days of the problem, policies should focus on protecting sexual minorities from being discriminated against. The government needs to provide clear, safe and effective ways to report illegal acts, improve the safety reporting mechanism, establish the first contact person, and provide security personnel (such as psychological counselors) to solve LGBT related problems to alleviate the pain and fear of the victims.

4.2. Give Full Play to the Guiding Role of the Media and Education

In human culture, the power of the public will inadvertently cover up in the power of minority voice is heterosexual and LGBT group, which consciously or unconsciously will be strengthened learning heterosexual norms, "different" will break the routine, and silence will strengthen the different individual submit to the public norms [24]. Therefore, to achieve equal rights to sexual minorities, we need to bring them into the public eye. To fight against racial discrimination, the Little Mermaid used black, white and yellow actors. Zhu, the transgender character in TV excitement, also uses transgender actors. Learning from this and opposing discrimination against sexual minorities, we can openly use some sexual minority actors in films, or shoot some films and television works with equal rights. According to the topic setting theory, we should give full play to the guidance of mainstream media and raise the attention of mass communication to the issue of equal rights.

At the same time, it is essential to popularize the knowledge of sexual minorities and improve the educational level of the society. For example, adding knowledge about sexual minorities to biology courses in middle and high school, such as reasons why sexual minority occurs. It is more important to show that these differences should not be discriminated against, and that being different is not a mistake.

5. Conclusion

5.1. The Difficulties Sexual Minority Face in Life

In the analysis of the current situation, we can see that the acceptance of sexual minorities at all levels of society is still not high, and sexual minorities face various risks of discrimination in the living environment from small to large. Disclosing your sexual minority status always puts great pressure on individuals. If open, then in the campus life of adolescence, they may be estranged from classmates and teachers caused by rejection, and even school bullying and violence. After entering the workplace, you may also suffer from "soft discrimination". — You may lose some job opportunities and have more narrow development opportunities than other colleagues. Serious cases

may be at the same risk of dismissal as the contingency presented. If not disclosed, there will be pressure to hide up and awkward moments with people around you. Similarly, in family life, openness is a big gamble. Especially in China, where the family concept is very important, the parents' intervention is always long and profound.

5.2. Causes of Discrimination

In the analysis of the formative factors of discrimination, it is found that social culture and family campus are always interrelated. Social culture has been influenced by Confucian culture for a long time, and most people are not receptive to the minority. Society is composed of various families, and schools, as places for spreading knowledge and culture, usually both are places for spreading social culture. Thus, in this case, the rejection of the sexual minority is inevitable. However, such a situation will inevitably suppress the sexual minorities and reduce people's understanding of the group. This is more likely to lead to the prejudice and exclusion of sexual minority groups in general groups, causing discrimination problems. For the sexual minorities, such an environment is bound to be suppressed. The pressure will make them more prone to psychological and health problems. This is consistent with the findings of the previous studies.

5.3. Treat Sexual Minorities Equally

Ideas everywhere in life hold that the sexual minority is a "wrong", "abnormal" and "needs to be corrected". But as a human trait, the sexual minority is equal, just like age, race, or income level, and there is no right or wrong difference. Although it is not wrong to say that they are different, we can still find that most people subconsciously cater to the gender and love concepts of mainstream culture. Equalization is not the elimination of minorities, but an equal choice for everyone. Perhaps only when everyone does not need to "hide" their non-mainstream identity, can freely, "proudly" do themselves, and can a society achieve real equality.

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