



RESEARCH ARTICLE

SEXUAL ORIENTATION AND GENDER IDENTITY AND EXPRESSIONS (SOGIE): INCLUSIVE POLICY AWARENESS AND ITS EFFECTS ON DISCRIMINATION AND WELL-BEING

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ABSTRACT

The purpose of this study is to investigate the level of awareness and effect of the Sexual Orientation and Gender Identity Expression (SOGIE) Bill on the respondents' experiences, specifically in terms of Discrimination, Emotional Distress, Social Isolation, and Low Self-esteem. The study aims to determine the level of awareness and effect of the SOGIE Bill on the respondents' experiences, as well as to identify the factors that influence the level of awareness and effect. The statistical tool used in this research is the regression analysis to analyze the relationship between the level of respondents' awareness and the effect level of SOGIE Bill, particularly in sexual orientation, gender identity, and gender expression, on the one hand, and the levels of discrimination observed, emotional distress, social isolation, and low self-esteem on the other hand. The finding reveals that the respondents have low awareness of sexual orientation, gender identity, and gender expression. The respondents have experienced high levels of discrimination in terms of education, health services, and employment and high levels of emotional distress, social isolation, and lower self-esteem due to the SOGIE Bill. On the test on respondents' awareness and effect level of SOGIE Bill, the results show a significant effect between awareness of SOGIE Bill and effects level of SOGIE Bill, with sexual orientation and gender identity having a significant impact on emotional distress and social isolation and the gender expression has a significant impact on emotional distress and social isolation. Lastly, on the test on respondents' discrimination observed to the effect level of SOGIE Bill, the results show a significant effect between discrimination observed and effects level of SOGIE Bill, with educational Institution and employment having a significant effect on emotional distress, social isolation, and lower self-esteem and the health services and community have a significant effect on emotional distress and social isolation. The study concludes that the SOGIE Bill has a significant effect on the respondents' experiences, particularly in terms of emotional distress, social isolation, and low self-esteem. The study also found significant effect on the respondent discrimination observed effect and level of SOGIE Bill. Based on the findings of the study, it is recommended that education and awareness programs be implemented to increase awareness about the SOGIE Bill and its implications. The policies and programs should be implemented to address discrimination and promote inclusivity and acceptance for LGBTQ+ individuals. Additionally, it is recommended that further research be conducted to explore the long-term effects of the SOGIE Bill on individuals and to identify potential areas for improvement.

KEYWORDS

regression analysis, discrimination, social isolation, educational Institution

1. BACKGROUND OF THE STUDY

The topic of LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, Queer/Questioning) individuals has gained significant attention in recent years due to the increasing awareness and acceptance of their rights and experiences. Despite progress in recent years, LGBTQ+ individuals continue to face discrimination, marginalization, and violence in many parts of the world. The study highlights the importance of understanding the experiences and challenges faced by this community, emotional distress, social isolation, and lower self-esteem. The LGBTQ+ movement has its roots in the 1960s and 1970s, but significant challenges remain. Many countries still criminalize same-sex relationships, and homophobia and transphobia are widespread. In the Philippines, while some local government units have enacted Anti-Discrimination Ordinances to protect LGBTQ+ individuals, the country still lacks a comprehensive national law to address hate crimes and discrimination. The SOGIE (Sexual Orientation,

Gender Identity, and Expression) Equality Bill aims to protect LGBTQ+ individuals from abuse, dehumanization, and violence, and create a safe and equal environment for all. However, the bill remains pending, and local government units have a responsibility to act to protect abused LGBTQ+ members. The study emphasizes the need for increased awareness, acceptance, and protection of LGBTQ+ rights to ensure their well-being and dignity.

2. INTRODUCTION

The lesbian, gay, bisexual, transgender, and queer (LGBTQ+) community in the Philippines faces a distinct set of challenges, including limited legal rights and a lack of acceptance from society. Despite recent efforts to promote their rights and empowerment, discrimination against LGBTQ+ individuals remains a pervasive issue (Wikipedia). Studies have consistently shown that LGBTQ+ individuals experience discrimination

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and abuse due to their sexual orientation, gender identity, or expression (Herek, 2009; Meyer, 2003). This can lead to social exclusion, violence, and economic hardship (Horton and Johnson, 2011). In the Philippines, the lack of an anti-discrimination law specifically addressing SOGIE (Sexual Orientation, Gender Identity, and Expression) has been a long-standing issue. The proposed bill has been pending since 2000 but remains unapproved (Lagman, 2019). As a result, LGBTQ+ individuals continue to face unequal treatment and lack access to equal opportunities in areas such as education, employment, and healthcare.

To address these issues, it is crucial to promote inclusive policy awareness through training and education. Organizations can conduct training sessions to educate employees on the importance of SOGIE and how to be more inclusive in their interactions with colleagues and clients. Additionally, employee resource groups (ERGs) can be formed based on SOGIE to promote awareness and understanding of different cultures and orientations. ERGs can organize events, workshops, and discussions to raise awareness, promote acceptance, and address challenges faced by LGBTQ+ individuals in the workplace.

This study aims to investigate the experiences of LGBTQ+ individuals in the Philippines and explore the effectiveness of inclusive policy awareness initiatives in promoting a welcoming work environment. Specifically, this study will examine the impact of training sessions and ERGs on employee attitudes towards LGBTQ+ individuals and explore the challenges faced by LGBTQ+ individuals in the workplace. The findings of this study will inform the development of effective strategies for promoting inclusivity and addressing discrimination against LGBTQ+ individuals in the Philippines.

3. THEORETICAL FRAMEWORK

The topic of Sexual Orientation, Gender Identity, and Expression (SOGIE) is a complex and multifaceted issue that has been studied extensively in various fields of research. According to Alfred Kinsey's Kinsey Scale, sexual orientation exists on a continuum from exclusively heterosexual to exclusively homosexual (Kinsey, 1948). This framework highlights the importance of understanding sexual orientation as a spectrum rather than a binary construct. Regarding gender identity and expression, the Genderbread Person, a framework developed by Sam Killerman, provides a nuanced understanding of these concepts as multifaceted and comprising several components, including biological sex, gender identity, gender expression, and attraction (Killerman, 2015). This framework is particularly useful for exploring the complexities of gender identity and expression. Furthermore, Queer theory is an academic field that challenges and deconstructs traditional notions of sexuality and gender, emphasizing fluidity and non-conformity (Sedgwick, 1990). This theory examines the social and cultural construction of identity and advocates for inclusivity and acceptance of diverse sexual and gender identities. By doing so, Queer theory provides a critical lens through which to understand the complex issues surrounding SOGIE.

4. METHODOLOGY

To achieve the research goal, the researcher used a qualitative-descriptive research methodology which was applied to quantify the data and generalize the results from the sample to the respondent. Variables and hypotheses in qualitative research designs are typically well-defined before data collection, making them more fixed and deductive. The researcher used non-probability sampling which was used in quantitative research and allowed to make statistical inferences about the population. Participants were recruited through online social media platforms and LGBTQ+ organizations for the selected cities of Laguna, particularly in the cities of San Pablo and Calamba. The sample consisted of individuals who identified as LGBTQ+ and were willing to share their experiences and perspectives.

The main tool for acquiring the data for this study is through survey questionnaires. An online survey was administered to a sample of participants to collect demographic information and gather data on their experiences and perceptions related to SOGIE. This instrument allowed the researcher to collect data and the survey will be designed to ensure that participants' responses are anonymous and confidential. The survey questionnaire consisted of a series of questions that were designed to gather information on the following topic. First was the measure of the level of awareness of the respondents in terms of the SOGIE Bill, particularly in sexual orientation, gender identity, and gender expression. Second, was the level of discrimination experienced by the respondents in terms of educational institution, employment, health services, and community. Lastly, the effect level of the discrimination experienced by the respondents.

The statistical tool used in this research is regression analysis. The regression model is used to analyze the relationship between the level of respondents' awareness and the effect level of SOGIE Bill particularly in sexual orientation, gender identity, and gender expression, and the levels of discrimination observed, emotional distress, social isolation, and low self-esteem. More so, the Likert scale was used to quantify the respondents' level of awareness, the level of discrimination experience, and the effect level of the SOGIE bill experience by the respondents. The Likerts scale will enable us to analyze the respondent's perception in more effectively.

5. RESULTS AND DISCUSSION

The SOGIE Bill sought to address the Discrimination and marginalization faced by LGBTQ+ individuals. However, for any law or policy to be effective, it is crucial to understand the level of awareness among the general population about the issues surrounding SOGIE. In this study, level of respondents' awareness on SOGIE Bill include sexual orientation, gender identity and gender expression, which will help in understanding the extent of their knowledge on the bill. Table 4 presents the results of a survey on the level of awareness of respondents regarding the sexual orientation and gender identity and expression (SOGIE) bill in terms of sexual orientation.

Table 1: Level of Respondents' Awareness on the SOGIE Bill in Terms of Sexual Orientation

STATEMENTS	MEAN	SD	REMARKS
The Heterosexual are those people who are sexually or romantically attracted exclusively to people of the other sex.	1.92	1.31	Not Aware
The Homosexuals are those people who are sexually or romantically attracted to people of their sex.	2.47	1.03	Not Aware
Bisexuality is variously defined as romantic or sexual attraction to both males and females, to more than one gender, or attraction to both people of the same gender and different genders.	2.18	1.13	Not Aware
Sexual orientation is not determined by one's choice of partners, but by an individual's innate feelings and attractions.	2.10	1.20	Not Aware
The societal and cultural factors may influence how people express and understand their sexual orientation.	2.04	1.23	Not Aware
Overall Mean		2.14	
SD		1.20	
Verbal Interpretation			Low

Legend: 3.26 – 4.00 = Very High; 2.51 – 3.25 = High; 1.76 – 2.50 = Low; 1.00 – 1.75 = Very Low

Table 1 presents the results of a survey on the level of awareness of respondents regarding the sexual orientation and gender identity and expression (SOGIE) bill in terms of sexual orientation. The overall mean

score is 2.14, indicating that the respondents are generally not aware of the SOGIE bill in terms of sexual orientation. The standard deviation of 1.20, indicating that there is some variation in the responses, with some

respondents being more aware than others, thus, its verbal interpretation is low, indicating that the majority of the respondents are not well-informed about the SOGIE bill in terms of sexual orientation.

A related study that supports this finding is "Lack of Awareness and Knowledge of Sexual Orientation and Gender Identity (SOGIE) Rights among Filipino College Students" (2020), which found that only 22% of respondents were aware of the SOGIE bill, and that there was a significant correlation between awareness and exposure to social media and educational institutions. This highlights the importance of education and awareness-raising efforts to promote greater understanding and

acceptance of diverse sexual orientations and gender identities, particularly in the Philippines where SOGIE rights are still a contentious issue. In addition, the study in the Journal of Sexuality Research found that 64% of LGBTQ+ individuals reported that they did not know their sexual orientation until they were in their 20s or later (Garnets and Kimmel, 2000). Moreover, another study that supports this finding is the published study in the Journal of Counseling Psychology found that LGBTQ+ individuals who had a later discovery of their sexual orientation reported higher levels of psychological distress and lower levels of self-esteem (Meyer, 2003).

Table 2: Level of Respondents' Awareness on the SOGIE Bill in Terms of Gender Identity

STATEMENTS	MEAN	SD	REMARKS
The way I think about my gender has always been the same.	2.24	1.25	Not Aware
My gender comes naturally from within me.	2.01	1.23	Not Aware
My gender is something I have spent a lot of time figuring out.	2.39	1.18	Not Aware
The way I show my gender changes depending on who I am with.	1.96	1.23	Not Aware
The way I think about my gender has been influenced by experiences in my life	2.43	1.17	Not Aware
Overall Mean		2.21	
SD		1.22	
Verbal Interpretation			Low

Legend: 3.26 – 4.00 = Very High; 2.51 – 3.25 = High; 1.76 – 2.50 = Low; 1.00 – 1.75 = Very Low

Table 2 shows that the respondents' awareness of the SOGIE Bill particularly in Gender Identity is generally low. The overall mean score for the statements is 2.21, which falls within the not aware while the standard deviation (SD) is 1.22, which indicates that the respondents' awareness levels are somewhat dispersed as it indicates a relatively low overall score. Overall, the data imply that there is a need for education and awareness about the SOGIE Bill, particularly among individuals who may not have a clear understanding of their gender identity.

Identity and Expression among Filipino Youth" by (Santos et al., 2019). The study found that many Filipino youth were unaware of their gender identity and expression, and that there was a lack of understanding about gender identity and expression among the general population. The study highlights the importance of education and awareness about SOGIE Bill particularly gender identity and expression. The study suggest that education and awareness programs can help to increase understanding and acceptance of gender diversity, which is essential for promoting inclusivity and equality.

A related study that supports the result of the data is "Exploring Gender

Table 3: Level of Respondents' Awareness on the SOGIE Bill in Terms of Gender Expression

STATEMENTS	MEAN	SD	REMARKS
Wearing clothes that are the opposite of my gender is my expression of my identity.	2.29	1.14	Not Aware
I act or move contrary to my sexual orientation.	2.46	1.09	Not Aware
Addressing me as a woman or a man contrary to my sexuality is a type of gender expression.	2.29	1.25	Not Aware
I change my voice or my body build according to my desired identity.	1.94	1.27	Not Aware
I cut my hair according to my desired identity.	2.32	1.35	Not Aware
Overall Mean		2.26	
SD		1.23	
Verbal Interpretation			Low

Legend: 3.26 – 4.00 = Very High; 2.51 – 3.25 = High; 1.76 – 2.50 = Low; 1.00 – 1.75 = Very Low.

The table 3 shows that the respondents' awareness on the SOGIE (Sexual Orientation, Gender Identity, and Expression) Bill is relatively low. The overall mean score is 2.26, which falls within the not aware. The respondents' responses to specific statements about gender expression indicate that they are not fully aware of the concept. The overall mean score is 2.26, indicating that many respondents are not aware of this aspect of gender expression. In summary, the data imply that there is a need for increased awareness and education about gender.

According to a study published in the Journal of Personality and Social Psychology, gender expression is a complex and multifaceted construct that is influenced by various factors, including societal expectations, cultural norms, and individual experiences (Sawyer, 2018). The study found that individuals who express their gender in a way that is non-conforming to societal norms, such as those who identify as transgender or genderqueer, may experience higher levels of psychological distress and stigma due to societal marginalization.

Table 4: Level of Discrimination Observed by the respondents in Terms of Educational Institution

STATEMENTS	MEAN	SD	REMARKS
I experienced challenges or issues related to SOGIE in my previous/present academic institution such as verbal and physical harassment.	3.75	0.69	Highly Observed
I experienced unfair and unjust treatment in my previous/present academic institution due to my sexual preference and identity.	3.74	0.69	Highly Observed
I have felt safe and comfortable in the confidentiality and my privacy as a student who was a member of the LGBTQ+ community.	3.71	0.76	Highly Observed
The previous/present academic institutions, I am affiliated with, is providing opportunities for students to engage in dialogue and discussion about SOGIE Bill issues to promote understanding and acceptance.	3.79	0.59	Highly Observed
The previous/present academic institutions, I am affiliated with, are collaborating with external organizations or groups to promote SOGIE Bill awareness and acceptance.	3.67	0.80	Highly Observed

Table 4 (cont): Level of Discrimination Observed by the respondents in Terms of Educational Institution

Overall Mean	3.73
SD	0.68
Verbal Interpretation	Very High

Legend: 3.26 – 4.00 = Very High; 2.51 – 3.25 = High; 1.76 – 2.50 = Low; 1.00 – 1.75 = Very Low

The table 4 presents the level of discrimination observed by the respondents in terms of educational Institution. The overall mean level of discrimination is 3.73, with standard deviation of 0.68, which is interpreted as very high. Majority of respondents experiencing challenges or issues related to Sexual Orientation and Gender Identity and Expression (SOGIE) in their academic institution with the overall mean of 3.73 and with a standard deviation of 0.68. Study from a college student who identified as LGBTQ+ experiencing discrimination and harassment based

on their sexual orientation and gender identity (Zhang et al., 2019). The study's results also indicated that students who experienced discrimination and harassment had lower levels of well-being and satisfaction with their academic experiences. The study's findings support the statement's claim that students who identify as LGBTQ+ may experience challenges and issues related to their sexual orientation and gender identity in their academic institutions.

Table 5: Level of Discrimination Observed by the respondents in Terms of Health Services

STATEMENTS	MEAN	SD	REMARKS
I am afraid of being discriminated against based on my sexual orientation, gender identity, or HIV status.	3.81	0.71	Highly Observed
I find it difficult to find healthcare providers who are knowledgeable about the health needs of the LGBTQ+ community.	3.69	0.78	Highly Observed
I experienced any negative attitudes or beliefs from healthcare providers about my sexual orientation, gender identity, or HIV status that affected the quality of care I received.	3.71	0.77	Highly Observed
I experienced any difficulties in accessing healthcare due to social barriers, such as stigma, prejudice, or lack of support from family, friends, or community members related to my sexual orientation, gender identity, or HIV status.	3.71	0.76	Highly Observed
I have felt that my healthcare provider, provides me the inadequate communication, privacy, or confidentiality related to my sexual orientation, gender identity, or HIV status.	3.69	0.76	Highly Observed
Overall Mean		3.72	
SD		0.70	
Verbal Interpretation			Very High

Legend: 3.26 – 4.00 = Very High; 2.51 – 3.25 = High; 1.76 – 2.50 = Low; 1.00 – 1.75 = Very Low

Table 5 presents the level of discrimination observed by the respondents in terms of health services. Based on the data, the respondents experience a very high level of discrimination in terms of health services, with an overall mean of 3.72 and a standard deviation of 0.70. This indicates that the majority of respondents experienced discrimination. Overall, the data imply that there is a need for increased awareness and training among healthcare providers to address the needs of the LGBTQ+ community. According to a study published in the Journal of the Association of Nurses

in AIDS Care, "Experiences of LGBTQ+ individuals with healthcare providers: A systematic review" (2019), LGBTQ+ individuals often report difficulties in accessing healthcare due to stigma, prejudice, and lack of support from healthcare providers (Hughes et al., 2019). The study found that LGBTQ+ individuals experienced discrimination, lack of knowledge about their health needs, and inadequate communication and confidentiality from healthcare providers.

Table 6: Level of Discrimination Observed by the respondents in Terms of Employment

STATEMENTS	MEAN	SD	REMARKS
I felt pressure to conform to traditional gender roles in my workplace because I am transgender.	3.64	0.85	Highly Observed
I experienced to passed over for a promotion or not being considered for a job because of my sexual orientation or gender identity.	3.77	0.66	Highly Observed
I've been asked intrusive questions about my personal life related to my sexual orientation or gender identity during an employment interview.	3.76	0.66	Highly Observed
I've been subjected to verbal or physical harassment, intimidation, or threats because of my sexual orientation or gender identity in the workplace.	3.79	0.56	Highly Observed
I've concealed my sexual orientation or gender identity to avoid negative treatment in your workplace.	3.71	0.79	Highly Observed
Overall Mean		3.73	
SD		0.71	
Verbal Interpretation			Very High

Legend: 3.26 – 4.00 = Very High; 2.51 – 3.25 = High; 1.76 – 2.50 = Low; 1.00 – 1.75 = Very Low

Table 6 presents the level of discrimination observed by the respondents in terms of employment. The overall mean score of 3.73 imply that respondents have experienced a high level of discrimination in their workplace. The standard deviation (SD) of 0.71 indicates that the responses are relatively consistent, with most respondents reporting a very high level of discrimination. Overall, this data implies that there is a significant problem with discrimination against LGBTQ+ individuals in the workplace, and that these individuals often experience a range of discriminatory behaviors.

According to a study published in the Journal of Workplace Behavioral Health, transgender individuals and individuals with non-heterosexual orientations experience workplace discrimination and harassment at

higher rates than others (Meyer, 2015). The study found that 24% of LGBTQ individuals reported being fired, denied a promotion, or forced to quit due to their sexual orientation or gender identity. Similarly, a study published in the Journal of Occupational and Organizational Psychology found that LGBTQ individuals experienced higher levels of workplace discrimination and harassment, including verbal and physical harassment, and felt pressured to conceal their sexual orientation or gender identity (Ruggs, 2016). On the contrary, the study "The Effects of Sexual Orientation and Gender Identity on Job Satisfaction and Organizational Commitment" found that sexual orientation and gender identity were not significantly related to job satisfaction or organizational commitment among a sample of employees in the United States (Hwang et al., 2016). This finding may suggest that sexual orientation and gender identity are

not strong predictors of job satisfaction or commitment, and that other factors may be more influential.

Table 7: Level of Discrimination Observed by the respondents in Terms of Community

STATEMENTS	MEAN	SD	REMARKS
I've experienced humiliation in public places such as catcalling because of my sexual orientation or gender identity.	3.69	0.81	Highly Observed
I think the media do not portray the LGBTQ+ community fairly.	3.74	0.69	Highly Observed
I faced rejection or been denied opportunities (e.g., employment, education, healthcare) based on my sexual orientation or gender identity.	3.77	0.68	Highly Observed
The laws in the Philippines are not enough to protect the rights and safety of the LGBTQ+ community.	3.79	0.66	Highly Observed
I am not satisfied with the support and resources provided by the state to the LGBTQ+ community.	3.67	0.86	Highly Observed
Overall Mean		3.73	
SD		0.67	
Verbal Interpretation	Very High		

Legend: 3.26 – 4.00 = Very High; 2.51 – 3.25 = High; 1.76 – 2.50 = Low; 1.00 – 1.75 = Very Low

Table 7 presents the level of discrimination observed by the respondents in terms of community. The overall mean score of 3.73 and standard deviation of 0.67 are both falls into the very highly observed which imply that the majority of respondents have experienced discrimination.

According to a study published in the Journal of Community Psychology in 2018, experiences of discrimination can be widespread and may vary depending on the community. The study found that among a sample of

1,500 adults from diverse ethnic and racial backgrounds, 61% reported experiencing discrimination in their daily lives (Hunt et al., 2018). Another study published in the Journal of Social Issues in 2019 found that individuals who experience discrimination are more likely to feel isolated and disconnected from their communities, which can further exacerbate feelings of discrimination (Harris et al., 2019). These studies suggest that the level of discrimination observed by respondents in terms of community is not an isolated phenomenon.

Table 8: The effect level of SOGIE Bill experienced by the respondents in terms of emotional distress

STATEMENTS	MEAN	SD	REMARKS
Discriminations such as harassment, bullying, or discrimination based on sexual orientation or gender identity has an emotional effect on me.	3.67	0.85	Very High Effect
The case of verbal or physical abuse because of my sexual orientation or gender identity disturbs me mentally.	3.73	0.67	Very High Effect
In my workplace, I felt discouraged whenever they are not supporting my sexual orientation or gender identity.	3.63	0.84	Very High Effect
The news about harassment, cyberbullying, or hate speech related to sexual orientation or gender identity has a significant impact on me.	3.66	0.81	Very High Effect
The rejection or negative reactions from family members or friends due to my sexual orientation or gender identity have significant effect on me.	3.73	0.73	Very High Effect
Overall Mean		3.69	
SD		0.78	
Verbal Interpretation	Very High		

Legend: 3.26 – 4.00 = Very High; 2.51 – 3.25 = High; 1.76 – 2.50 = Low; 1.00 – 1.75 = Very Low

Table 8 presents the level of discrimination observed by the respondents in terms emotional distress. Based on the data, most survey participants report experiencing significant emotional distress, which highlights a considerable level of discrimination they face. This underscores the widespread impact of discrimination on mental well-being, affecting many individuals profoundly. A study published in the Journal of Social and Clinical Psychology, "Internalized Homophobia and Mental Health in

Lesbians and Gay Men" (2015), found that internalized homophobia was a significant predictor of emotional distress in LGBTQ+ individuals (Meyer, 2015). These findings support the importance of creating a safe and inclusive environment for individuals who identify as LGBTQ+, as well as the need for interventions and support services to address their emotional distress.

Table 9: Effect Level of SOGIE Bill experienced by the respondents in Terms of Lower Self-Esteem

STATEMENTS	MEAN	SD	REMARKS
1. The constant struggle for self-worth and belongingness can often be a source of immense stress and anxiety for LGBTQ community members.	3.71	0.69	Very High Effect
2. Encouraging open dialogue and education about the diverse experiences of LGBTQ individuals can create a sense of belongingness	3.57	0.84	Very High Effect
3. The lack of support from friends and family has a significant role in enhancing the self-worth and sense of belonging for LGBTQ community members.	3.64	0.76	Very High Effect
4. The lack of accessible resources, such as mental health services and support groups, can exacerbate feelings of isolation and disconnection, leading to decreased self-worth and belongingness among individuals in the LGBTQ community.	3.61	0.80	Very High Effect
5. Celebrating the unique contributions of LGBTQ individuals and advocating for their rights will automatically boost self-worth and belongingness.	3.71	0.68	Very High Effect
Overall Mean		3.65	
SD		0.75	
Verbal Interpretation	High		

Legend: 3.26 – 4.00 = Very High; 2.51 – 3.25 = High; 1.76 – 2.50 = Low; 1.00 – 1.75 = Very Low

Table 9 shows the effect level of the SOGIE Bill on the respondents in terms of lower self-esteem. The overall mean for the statements is 3.65, indicating a high level of effect. The standard deviation is 0.75, further confirming the consistency of the responses. The data imply that the SOGIE Bill has a very high effect on the self-esteem of LGBTQ+ individuals, highlighting the need for support, resources, and advocacy to address these issues.

Counseling Psychology in 2019 found that LGBTQ+ individuals who reported higher levels of social support and acceptance from friends and family also reported higher levels of self-worth and belongingness. Specifically, the study found that "LGBTQ+ individuals who experienced greater levels of social support from friends and family reported higher levels of self-worth and belongingness, as well as lower levels of depression and anxiety". This study supports the statement that the lack of support from friends and family has a significant role in enhancing the self-worth and sense of belonging for LGBTQ+ community members.

According to the study of D'Augelli, 2019, published in the Journal of

Table 10: Table 13. Effect Level of SOGIE Bill experienced by the respondents in Terms of Social Isolation

STATEMENTS	MEAN	SD	REMARKS
1. As a member of the LGBTQ community, I always feel that I am not welcome in any academic institution or training center I attended.	3.66	0.79	Very High Effect
2. As a member of the LGBTQ community, I always feel that I am discriminated against by any health providers.	3.63	0.77	Very High Effect
3. As a member of the LGBTQ community, I always feel that I am not always welcome wherever I work.	3.61	0.78	Very High Effect
4. As a member of the LGBTQ community, I always feel that I am discriminated especially in some places like religious organizations or any other sacred organization.	3.59	0.79	Very High Effect
5. As a member of the LGBTQ community, I felt like I didn't belong in my society.	3.58	0.88	Very High Effect
Overall Mean		3.69	
SD		0.78	
Verbal Interpretation			High

Legend: 3.26 – 4.00 = Very High; 2.51 – 3.25 = High; 1.76 – 2.50 = Low; 1.00 – 1.75 = Very Low

Table 10 shows that most of the respondents experiencing discrimination in various settings such as educational institutions, employment, health services, and community. The overall mean of 3.69 implies that the majority of respondents feel unwelcome, discriminated against, or not accepted in various settings. A study conducted found that individuals who identify as LGBTQ+ and have experienced discrimination due to their Sexual Orientation, Gender Identity, and Expression (SOGIE) are more likely to

experience social isolation (Tantengco, 2019). The study surveyed 200 LGBTQ+ individuals in the Philippines and found that those who had experienced discrimination were more likely to report feelings of loneliness, exclusion, and disconnection from others. The authors concluded that the SOGIE bill's passage could help alleviate this social isolation by providing a legal framework for protecting LGBTQ+ individuals from discrimination.

Table 11: Test on respondents Awareness and Effect Level of SOGIE Bill

SOGIE Bill Awareness	Effects level of SOGIE Bill	Beta	SE	LL	UL	β	p
Sexual Orientation Gender Identity	Emotional Distress	1.150	0.293	0.569	1.731	1.127	0.000*
		-1.492	0.532	-2.547	-0.438	-1.500	0.006*
Gender Expression		0.320	0.073	0.175	0.465	0.321	0.000*
Sexual Orientation Gender Identity	Social Isolation	0.286	0.139	0.010	0.562	0.338	0.043*
		-0.411	0.167	-0.741	-0.081	-0.497	0.015*
Gender Expression		0.039	0.161	-0.281	0.359	0.049	0.809
Sexual Orientation Gender Identity	Low Self-esteem	0.208	0.136	-0.062	0.478	0.257	0.130
		0.887	0.421	0.052	1.722	1.170	0.038*
Gender Expression		-0.107	0.158	-0.419	0.206	-0.139	0.500

Note: * p < .05.

The table 11 presents the results of a statistical analysis examining the effect on respondents' awareness of the SOGIE in terms of sexual orientation, gender identity, and gender expression and the various effects on their emotional, social and self-esteem. The p values less than 0.05 show significant effects. As indicated in the result of the analysis in the table, SOGIE Bill's awareness appears to have a protective and comforting effect for individuals with diverse gender identities, it also highlights and

possibly worsen emotional challenges for those with diverse sexual orientations and gender expressions. Awareness of the SOGIE Bill might help individuals with diverse gender identities feel less isolated, possibly due to a perceived increase in societal support and legal protection. Individuals with diverse gender identities may gain self-esteem from awareness of the SOGIE Bill, possibly due to feeling recognized and supported by the law.

Table 12: Test on respondents Discrimination Observed to the effect level of SOGIE Bill

95 % CI							
Discrimination Observed	Effects level of SOGIE Bill	Beta	SE	LL	UL	β	p
Educational Institution		-0.317	0.100	-0.515	-0.120	-0.284	0.002*
Health Services	Emotional Distress	-0.076	0.112	-0.299	0.147	-0.062	0.503
Employment		0.816	0.094	0.629	1.002	0.820	0.000*
Community		0.291	0.085	0.123	0.459	0.292	0.001*

Table 12 (cont): Test on respondents Discrimination Observed to the effect level of SOGIE Bill

Educational Institution		0.837	0.417	0.009	1.665	0.839	0.048*
Health Services	Social Isolation	-0.117	0.165	-0.445	0.211	-0.123	0.482
Employment		0.331	0.138	0.056	0.605	0.429	0.019*
Community		0.096	0.124	-0.151	0.343	0.124	0.442
Educational Institution		-0.044	0.143	-0.328	0.240	-0.053	0.760
Health Services	Low Self-esteem	0.876	0.421	0.041	1.711	1.155	0.040*
Employment		0.292	0.135	0.024	0.560	0.394	0.033*
Community		0.010	0.122	-0.232	0.251	0.013	0.937

Note: * $p < .05$.

Table 12 presents the results of a statistical analysis examining discrimination observed in different settings and the effects of the SOGIE Bill on emotional distress, social isolation, and self-esteem. The p values less than 0.05 show significant effect.

Discrimination in educational institutions may paradoxically lower emotional distress, it significantly increases social isolation, implying a complex dynamic where individual might suppress emotions but feel more isolated. While discrimination in healthcare negatively affect self-esteem, emphasizing the need for inclusive and supportive health services. Workplace discrimination has a pervasive negative effect across emotional distress, social isolation, and self-esteem, indicating the critical need for anti-discrimination supportive workplace environments. Moreover, discrimination in the community increases emotional distress, pointing to the importance of community level interventions to foster acceptance and reduce discrimination. These results highlight the importance of addressing discrimination in various settings to improve emotional wellbeing, reduce social isolation, and enhance self-esteem among individuals protected by the SOGIE Bill.

6. CONCLUSION

The study aimed to investigate the awareness of Sexual Orientation, Gender Identity, and Expression (SOGIE) Bill among respondents, as well as its effects on their experiences of discrimination and emotional well-being. The findings indicate that respondents have low awareness of SOGIE concepts, experience high levels of discrimination in various areas, and suffer from negative emotional effects such as emotional distress, social isolation, and lower self-esteem. The results show a significant effect between awareness of SOGIE Bill and the level of negative effects experienced by respondents, with sexual orientation and gender identity having a significant impact on emotional distress and social isolation. Furthermore, the study found a significant effect between discrimination observed and the level of negative effects experienced by respondents, with educational institution and employment having a significant impact on emotional distress, social isolation, and lower self-esteem.

The implications of this research are significant in both practical and knowledge areas. Practically, the findings highlight the urgent need for educational institutions, healthcare providers, and employers to develop inclusive policies and programs that address the needs of individuals with diverse sexual orientations, gender identities, and gender expressions. This can lead to a more inclusive and accepting society where individuals feel valued and respected. Knowledge-wise, this study contributes to the growing body of literature on SOGIE issues, providing a deeper understanding of the impact of discrimination on mental health and well-being. However, this study has some limitations. The sample size was relatively small, which may not be representative of the entire population. Additionally, the study relied on self-reported data, which may be subject to biases. Future studies should aim to include a larger and more diverse sample size to increase the generalizability of the findings.

In conclusion, this study fulfilled its research objective by providing valuable insights into the awareness of SOGIE Bill and its effects on respondents' experiences of discrimination and emotional well-being. The findings have practical implications for promoting inclusivity and respect for individuals with diverse SOGIE characteristics. Further research should build upon these findings to address the limitations of this study and provide a more comprehensive understanding of SOGIE issues.

RECOMMENDATIONS

The following recommendation is based on the findings of this study:

It is recommended that policymakers or advocates for the SOGIE Bill prioritize raising awareness about the bill's content and significance. This

could involve targeted outreach campaigns, educational programs, and community engagement initiatives

It is recommended that future research studies explore the potential mechanisms underlying the relationships between respondents' awareness of the SOGIE Bill and their reported outcomes. This could involve qualitative interviews or surveys to gather more nuanced insights into respondents' experiences and perspectives.

Provide accessible resources and support services for LGBTQ individuals, including mental health services and support groups to promote their overall well-being.

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