



**UNIVERSITY OF THE PHILIPPINES
OPEN UNIVERSITY**

MASTER OF DEVELOPMENT COMMUNICATION

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**The Social Construction of Inclusivity on a Digital Platform:
An Analysis of a Facebook Page of People with Dwarfism**

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8 OCTOBER 2024

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8 October 2024

Acceptance Page

This paper prepared by **JORY ALFONSO PINEDA** with the title: “**The Social Construction of Inclusivity on a Digital Platform: An Analysis of a Facebook Page of People with Dwarfism**” is hereby accepted by the Faculty of Information and Communication Studies, U.P. Open University, in partial fulfillment of the requirements for the degree Program.

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Biographical Sketch

Jory Alfonso Pineda was born in the vibrant city – Angeles City, Pampanga, Philippines, a place that ignited his early passion for humanity. He embarked on his academic journey at Angeles University Foundation, where he earned a Bachelor of Arts in Communication in 2016, driven by a profound desire to make a difference.

His academic and professional pursuits are deeply intertwined with his commitment to social change. His involvement in various organizations addressing youth, national issues, religion, and the rights of people with dwarfism has marked his journey which was highlighted by his involvement in the prestigious Ayala Young Leaders Congress in 2015 and his recognition as one of the Ten Outstanding Students of the Philippines (Region 3) in 2016.

As he completes this thesis, Jory is poised to deepen his commitment to advocacy and research, focusing on expanding resources and support for people with dwarfism in the Philippines. His goal is to amplify their voices and enhance their visibility, continuing his mission as a catalyst of social change.

Jory's path to finishing MDC has been profoundly shaped by the guidance and support of his UPOU mentors. He extends his heartfelt gratitude to Dr. Jean A. Saludadez, Dr. Benjamina Flor, and Dr. Melinda Bandalaria, whose wisdom and encouragement have been pivotal throughout his academic journey.

Acknowledgement

For her professional advice and steadfast support during this research, I am incredibly appreciative of my adviser, **JEAN A. SALUDADEZ, PhD**. Her advice and support have been really helpful. Truly on of a kind.

I appreciate the feedback and well-considered recommendations from my thesis committee plus their support in my advocacy.

I want to express my sincere gratitude to **Big Dreams for Little People, Inc.** for allowing me to study your Facebook page and for your inspiring commitment and desire for inclusivity.

Dedication

This thesis is dedicated to the tireless advocates who challenge societal norms and pave the way to a more just and inclusive world.

To my mom, whose sacrifices and unwavering love have been my foundation. Indeed, my supermom and super woman of my life. To my friends and loved ones, your steadfast support through both doubts and triumphs has been a beacon of hope; your belief in me has been invaluable.

This paper is especially dedicated to **Big Dreams for Little People, Inc.** please know that I am with you through and through. I am deeply aligned with your mission to create a community where every individual is valued, demonstrating the transformative power of communication in bridging gaps and championing equality and inclusivity.

To the Filipino people: may this research inspire further inquiry and dialogue, focusing more deeply on the needs and voices of people with dwarfism in the Philippines. Let it serve as a wake-up call for embracing and amplifying diverse experiences through development communication. Let's leave a legacy of decency and respect for future generations.

In the words of many people with dwarfism, 'I am unique and different and shine in my own way.' Let's continue to embrace this truth, advocate for their rights, and work together to build a world where every Little Person can *shine just as brightly as anyone else*.

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ABSTRACT

This research is set within the context of communication studies and social constructionism. It analyzed the social construction of inclusivity based on posts from a Facebook page dedicated to people with dwarfism. The study assumed that the posts made by the Page Administrator represent a shared meaning within the community in the digital space. It sought to answer the questions: what does it mean to be inclusive from the perspective of people with dwarfism, and what are the means for the social construction of inclusivity in the digital space? The posts between January 2023 and May 2024 on the Facebook Page that is publicly accessible were thematically analyzed. The concept of inclusion for those people with dwarfism encompasses visibility, celebration of achievements and contributions (in terms of **Focus and Attention**), ensuring equal access to resources (**Equal Access and Support**), societal recognition and engagement (**Society Acceptance and Participation**), fostering a culture that values diversity and promotes equity (**Advocacy and Public Awareness**), and equal views of the capacity and ability (**Equally Able and Capable**). These themes are communicated through continuous engagement on digital platforms in the form of **Social Media Campaigns, Documentaries and News Segments, Blogs, Articles, Podcasts, Webinars, and Public Awareness and Systemic Change**, shaping a more inclusive and supportive society for people with dwarfism. The digitality of the posts enabled people with dwarfism the opportunity to express their identities and construct networks of support that can influence public opinions and policy. The digital platform facilitates a deeper understanding of the shared meaning and social construction of inclusivity among people with dwarfism, which may be difficult to achieve in non-digital spaces.

Keywords: Dwarfism, Inclusivity, Social Constructionism, Facebook.

CHAPTER I

RATIONALE

As one of the most accessed social media sites, Facebook is a manifestation of the digital society that displays an incredibly fertile ground through which to inspect how inclusivity manifests (Frost, 2017). Examining a Facebook page of people with dwarfism offers valuable insight into the complexities of inclusivity within a particular community. The review will be able to reveal the formation of digital communities, the dynamics of participation, and how inclusivity is negotiated in these sets.

Consequently, the paper discusses other dimensions of inclusivity, such as how people in the dwarfism community describe their identities as well as their connections in the virtual world, how they perceive and negotiate power relations, and how they cope with discrimination and prejudice issues (Pritchard, 2021). Indeed, it can more specifically explore the functions of new digital activism and advocacy toward promoting inclusivity or challenging ableism.

The concept of inclusion has been a long-debated issue in reference to the mainly non-disabled population, thus often resulting in unwitting exclusion of the experiences and views of people with disabilities (PWD). The exclusion finds its highest elevation in the digital space, where the narratives that involved people with able-bodied dilemmas dominate, and hence hardly any room is left for the unique views of people with disabilities. One of the best examples of how this lack of knowledge and expression could be filled is the Facebook page dedicated exclusively to people with dwarfism which is a really great example. This social network allows different people with dwarfism to share their personal experiences about their own

struggles and also about personal victories, thus drawing attention to an alternative narrative beyond discourse dominated by the able-bodied.

Digital Inclusion

The purpose of this research would be to get invaluable information on how people with disabilities navigate the world wide web by centering on this given digital community. It is essential to understand the strategies they use to assert their existence, the contents that they share, and how they manage constructive and negative communications. The Facebook page describes how the people with dwarfism create and maintain their digital space in light of their realities and needs, hence demonstrating the importance of self-representation in digital inclusion. This community also offers people who have dwarfism a chance to create their own understanding of what it means to be included (Pritchard, 2021). While the more general digital spaces may only look over or trivialize their demands, this Facebook page instead draws forward the voice and experience of those participants. Discussion topics on accessibility, public stigma, health care, and individual successes both contribute to the creation of a shared knowledge in what it might mean for them to actually be inclusive. This self-definition is, thus very significant as it brings about the change from an imposed narrative through perspectives of able-bodied people into a legitimate and representative one of the dwarfism communities (Heather, 2023).

This digital stage contradicts preconceptions long established about ableism and disability. On this Facebook page, the users consciously challenge stereotypes with regards to dwarfism through the posts they produce, the discussions they have, and the experiences they share. They bare the myriad capabilities and purposes of

the people living with dwarfism, proving that impairment does not amount to incapacity. This disability community-driven discourse cultivates richer and more accurate knowledge towards disability as it educates membership and non-members about disability (Wong, 2019).

Additionally, the discussions on this Facebook page underscore how persons with disabilities may exploit digital spaces to campaign for further social change. They can exert influence over common opinion and agitate for legislative changes for improved accessibility and equality by speaking out together in public and mobilizing along common goals. The same potential of digital activism to actually bring about social change that this kind of online activism exemplifies also speaks for having many voices considered in discourse about inclusivity.

The outcome of this research will thus make clear the interaction dynamics in this online platform, aside from demonstrating a people's need for disability empowerment in the process of constructing the narratives and structures of inclusivity. In this way, the specifics of the complexity of inclusivity as this community perceives them can be appreciated more. Let's apply these insights to a more general context, which will further comprehend what it means to be inclusive in the digital age.

Thus, the study tells how Facebook presents a powerful space that brings people with dwarfism together and enables them to build a community and feel more included in society. That is the core of this research, and it continues and further

develops understanding of how some kinds of digital tools and features support the engagement and representation of "marginalized" groups, like people with dwarfism. Knowledge of these dynamics is important in an appreciation of how digital spaces might push spaces a little closer to becoming inclusive.

Moreover, this study would position Facebook as more than an avenue of social media but an advocacy and community-supporting tool. Indeed, the digital environment can play a significant role in amplifying voices that society often forgets, which could be the driving force behind a more remarkable societal change toward inclusiveness and fairness. Also, these findings encourage future researchers to continue this crucial work and build upon it, helping strengthen the knowledge already developed while building appropriate strategies to achieve complete digital inclusiveness for all. After all, this contribution emphasizes the vital role of digital platforms in taking on issues of equality and proper representation of people with dwarfism.

CHAPTER II

Review of Related Literature

Persons with Disability

Persons with disabilities (PWD) represent a significant diversity as well as a considerable percentage of the world's population. Disability may be physical, sensory, intellectual, or developmental in nature. They all have in common that PWD's experience, in most instances, is harsh given that the world's design is not easy for them, given their capabilities and needs. On regular days, PWD encounters a lot of difficulties, which range from physical barriers to social hostility and discrimination.

This discussion by Cooks-Campbell in 2021 on the topic "Disability Inclusion in the Workplace" can give valuable insights into PWD's challenges at workplaces. The discussion identifies that PWD in the United States of America faces much worse unemployment rates than any other section of its population. The barriers are again multifaceted, including discrimination, lack of accessibility in the workplace, and also inadequate training and support systems. This study emphasizes the call for urgent policy intervention as well as significant labor market change to give PWDs equal opportunities.

Hence, their strength and resolve to overcome these barriers must be recognized, too. The World Bank study referred to by Karr (2017) also indicates that if provided with suitable accommodations and support, PWDs can be highly productive and significant assets in the workforce. This is very important because it underlines a colossal need for integrated workplaces that are sensitive to legal requirements but

also render adequate respect to the diverse talents and perspectives such employees bring to the table.

Dwarfism as PWD

The condition of dwarfism often becomes identified as Persons with Disabilities (PWD). People with dwarfism typically have a short stature resulting from many genetic, hormonal, or medical causes (Khetarpal, 2016). Though dwarfism is basically a physical condition, it can lead to some functional limitations and societal challenges in the identification of people with dwarfism under Persons with Disability (Gentile, 2015). These may include being unable to access public spaces easily, transport, or even work environments that are not adapted to their height.

As people with dwarfism, they fight for equal rights, accessibility, and inclusion in all walks of life, as any other disability community may do. They might look to raise their issues more as unique challenges, such as mobility, accessibility, and healthcare issues. Many of the people with dwarfism are active in campaigns and advocacy for disability. The aim is to raise awareness and decrease barriers and stereotypes associated with this condition (Islam, 2015).

One should admit that despite some physical challenges resulting from dwarfism, people with dwarfism and all PWD possess distinct talents, abilities, and visions. This is why it is imperative to emphasize the role of inclusiveness and accompaniment toward people with dwarfism in the development of a more just society that respects value and fosters the contribution of all members, regardless of the length of their body or disability (Benjamin, 2021; Pritchard, 2023).

Inclusivity

The term inclusivity means actively making sure that everyone, irrespective of who they are, what they can do, or what their social, political, cultural, or economic background is, is made to feel welcome, appreciated, and able to take part in every facet of society. Within this context, as Bricout (2021) states, it implies the building of spaces in which difference is not simply tolerated but appreciated and where every person has the same means to engage and flourish. To include all such diverse perspectives and experiences, in the broadest sense of that word, goes beyond absolutely everything else, and most importantly, it is called inclusion. This, as Dobusch (2021) further argues, is because inclusiveness establishes belonging and fairness where individuals are appreciated for what they are distinctive to bring more to the table. A related goal is to create a culture so that all people are valued because their effective and reliable participation and input are crucial for the ideal functioning of the organization. It aims at social justice as it serves inclusivity whereby no group is thoroughly ignored or underrepresented. Therefore, it is not merely uniting people for the sake of it but achieving equity in people's rights, opportunities, and responsibilities, therefore resulting in a just society for everyone (Coleman, 2016).

At its core, inclusivity is recognizing and appreciating people's diverse experiences and opinions. It means actively seeking and ensuring the representation of people from a wide range of races, ethnicities, genders, sexual orientations, ages, religions, abilities, and social classes (Arora, 2021). In practice, Moore (2021) illustrates that this means inducing spaces either at a workplace, an educational setup, in the media, or in other social scenarios where different 'voices' are present and heard, appreciated, and to some extent carry weight. Therefore, organizations and their members should foster this type of diversity as availing different opinions, ideas,

and mechanisms will yield better solutions (Moore, 2021). Maintaining representation in these different contexts also works towards eradicating institutionalized oppression and prejudice, giving everyone a fair chance to perform and contribute. Therefore, inclusivity is not only about rules and regulations but rather an effort to cultivate an environment that appreciates every other person's differences since such differences are vital for the very survival of society (Nagle, 2016).

Ensuring equality provides a foundation for creating a leveling opportunity where all people have equal access to resources, opportunities, and support by ensuring that no one is disadvantaged based on their background or identity. This will include policies and practices carefully designed to address and dismantle the systemic barriers and discrimination created over time to undermine a particular group (Rosona, 2020). According to Sobel et al. (2021), the opportunities on the playing field would entail just and fair treatment in the pursuit of maximum potential on merit and effort rather than by circumstances outside of control. This could be aligned with, for instance, fair hiring practices, accessible education and training programs, and policies in the workplace that are sensitive to people's differences (Rosona, 2020). In a nutshell, it means equal opportunities build a society wherein people at any given point in life could succeed and be helpful in society.

In order to understand how accessibility and inclusivity interplay, it must be known that an inclusive society is one in which everyone can live and thrive. Accessibility ensures that physical, digital, and social environments are designed for anyone to use with and without disabilities. It is designing buildings to have ramps, elevators, and wide doors, which can allow easy entry for mobility aids, and public transport systems with facilities suitable to be utilized by all (Zubiri-Esnaola, 2020). To the digital environment, accessibility means designing websites and applications that

are readable by persons with visual, auditory, or motor impairments and, potentially, on the same platform, making screen readers available, captioning videos, and alternative input methods. Socially, Morina postulated that it involves fostering inclusive communication practices and tools enabling effective interaction by all people, especially those with diverse forms of communication needs. By putting accessibility first, this generates a more inclusive society where people can live, work, learn, and play in an environment as independent as possible, given their physical or cognitive abilities. This commitment not only ensured the well-being of people with a disability but also made the system generally more usable and user-friendly for everyone (Arora, 2021).

On the contrary, cultural competence means understanding, respecting, and valuing other cultures with their practices and beliefs. According to Mehan et al. (2022), it demands awareness of one's biases and commitment to help individuals overcome them. This brings together being active in understanding and positively engaging with people from different backgrounds. When people and organizations are culturally competent, they will foster an environment that keeps in mind the differences in people, where tolerance is used with appreciation (Amor, 2019). This may include learning and self-reflection to see which stereotypes and prejudices exist, to question them, and, most importantly, to change them. Cultural competence promotes mutual respect through effective communication and enables legitimate and constructive contact in increasingly diverse societies. It finally gives one a greater appreciation for the wealth that other cultures add to the collective human lives.

Inclusive language intentionally employs words and phrases that respect and celebrate people's identities and experiences. According to Amor (2019), this practice avoids assumptions and stereotypes that might cut off or ostracize individuals from

accessible communication and a sense of belonging inside any circle of fellows. Inclusive language honors the depth of differences in the experiences and diverse identities recognized; therefore, it implies the use of respectful and inviting communication. Such ordinary usage, as suggested by Santiago-Garabieta (2023), helps individuals create an environment where the presence of everyone there gets valued, seen, and heard. This could include non-gendered terms, respect for their preferred pronouns, and avoiding words of historical bias or negative connotations. Furthermore, broad and inclusive language breeds a culture of mutual respect, equality, and diversity recognized and celebrated in the extremes of all contexts of communication.

In order to create a fairer society, it is imperative to increase awareness and understanding of the concept of inclusivity and the issues that come with it, which minority groups face. As noted by Tiwari (2015). Everyone needs to be educated about how and why certain groups are discriminated against and why inclusion is important not just to them but to everyone. This type of education can be effectively done through a variety of methods such as training, workshops, or discussions. Armstrong (2016) notes that training programs are able to offer an ordered and systematic learning experience where the participants are given the requisite skills to enhance inclusivity in both their work and domestic spheres. In Workshops, participants are actively involved in the topic as they offer their views to enrich the topic, learn from other members, and develop ways of creating inclusive environments. They may allow people to share their thoughts, ask questions, and listen to each other, which is known as open discussions. All these efforts put into education can achieve a more profound comprehension and feeling of justice, which shall lead to promoting progress toward a more just society (Shogren et al., 2015).

Advocating for inclusive laws and practices at the organizational, local, national, and global levels is, therefore, a requirement. This advocacy is expressed by pushing for the incorporation or enforcement of laws that curb discrimination and actively ensure equality upon enactment. Institutional Level An example of this is to ensure that hiring for officials and leadership teams, as well as distributing opportunities and resources fairly among the employees, is strictly observed. At the local level, Yu (2021) asserts that advocacy for marginalized groups may advocate community programs such as support groups, equal funding distribution to local schools, and equal public service services. Going national, there would be calls for anti-discrimination all-inclusive legislation, school policies that are all-inclusive, and equal pay policies. Advocacy, as Yang et al. (2024) explain on a global scale, can be supporting international conventions on human rights, global development programs that advocate for the needs of people from other backgrounds, and multinational corporate policies observing various standards for all operations to make inclusion. Infusing inclusivity into the tapestry of diverse forms of institutions and governance mechanisms thereby culminates in creating change that is authentically sustainable and systemic in nature, and all individuals will have the opportunity to lead better less inequitable lives.

On the other hand, it is essential to engage with these marginalized or underrepresented groups in order to understand their distinct needs, challenges, and perspectives (Yu, 2021). Through such direct engagement, policymakers, organizations, and advocates are more informed in ensuring that such inclusive practices and policies effectively pay attention to such differences and diversities. This engagement process involves building trust through meaningful dialogue, partnership, and collaboration, which would empower community members to influence decisions.

By actively listening to community members, leaders can better gain insight into systemic barriers that people face, what priorities for change exist, and the nuances of culture that shape their experiences. This may involve focus groups, town hall meetings, and participatory workshops meant to collect as much information as possible from different perspectives and social feedback on the matter, according to Gupta (2015).

However, keeping the voices of the community at the center of policy development and implementation ensures that initiatives are relevant and resonate with the realities that marginalized people face. This way, interventions are effective not only but also bring a sense of ownership and empowerment within communities as they strive toward long-term change toward greater inclusivity and social justice (Yu, 2021).

Safe spaces are crucial environments that are psychologically, emotionally, and culturally safe—they feel safe, free of discrimination, harassment, and bullying. Such environments are crucial to maintain and establish by actively creating mutual respect and understanding among and within all members of the community. Such culture must be fostered where plural identities and perspectives are recognized, valued, and protected (Scheuerman, 2018). Some critical elements of safe space incorporate a good policy and rules that discourage acts of discrimination and harassment, resources for reporting incidences of such acts, and education and awareness on speaking and communicating in a respectful and inclusive manner. A supportive atmosphere would also foster an authentic environment where one is free from judgment or backlash and can speak their minds candidly (Goode, 2016). For a group that may have more occurrences of discrimination or exclusion, safe spaces also play an essential role. Ensuring such places exist and are well maintained may promote

that the members feel a sense of belonging, well-being, and empowerment. Safe spaces essentially enhance the creation of an inclusive society that is equal for all people. Inclusivity is not only the right thing to do on moral grounds but also leads to tangible gains in organizational and societal effectiveness (Goh, 2020). Inclusivity enables innovation because diverse perspectives and experiences yield much more creative solutions to and approaches to problems. More broadly, inclusive environments facilitate more effective decision-making because more diverse insights are taken into account, reducing the potential for bias and promoting more informed choices.

Besides, inclusivity fosters social cohesion through belongingness and mutual respect between individuals from different backgrounds (Simplican, 2015). This eventually leads to the cementing of connections among members and communities by promoting cooperation and further establishing more coherent and resilient societies. Inclusive practices promote employee satisfaction and retention due to organizational involvement as people appreciate and have a feeling of importance coupled with support; thus, morale and production go high. However, it maintained the additional value created by making environments where everyone can thrive so that both societies and organizations unleash the full potential of their members for sustainable growth and prosperity. Inclusivity strengthens the very fabric of cultures within communities more fundamentally and practically and lays deeper foundations for collective progress and achievement. For that reason, inclusiveness doesn't only make good ethical sense but is also a strategic imperative that benefits all parties concerned in order to blossom and contribute to the best.

Communicating Inclusivity

Communicating inclusivity is a conscious effort to convey messages and also nurture environments that don't only acknowledge but actively embrace and respect the diversity existing in every community. It remains a cornerstone in developing mutual understanding, actual acceptance, and meaningful relationships among diverse groups within societies, organizations, and communities worldwide (Bovil, 2016). In deliberately communicating inclusivity, individuals and institutions, therefore, actively take down barriers that serve to do badly in the continuation of exclusion and discrimination by seeking to foster environments in which differences are strengths. It will include language that affirms or acknowledges various identities, an equitable practice that takes into consideration everyone having equal opportunity to succeed or thrive, and a safe space where one's background is considered and valued. Effective communication of inclusion also comprises education and awareness raising about the experiences and plight of marginalized groups, thereby facilitating mutual understanding and solidarity among all people in society (Ting-Toomey, 2015). Including inclusivity in communication, societies, and organizations, respectively, helps foster more harmonious and cohesive communities and opens up a pathway for the possibility of collective progress and sustainable social change rooted in fairness and equity.

Allen (2023) said that inclusivity is always a dynamic journey, and one must be committed to lifelong learning and adjusting. The book demonstrates the fact that where communication concerning inclusivity is concerned, it does not dwell only on static policies or initiatives but proactively keeps one abreast of the changing issues in society, listens attentively to feedback received from diverse voices, and becomes available to readjust strategies and approaches towards better service and

representation of diverse communities. This process requires humility and openness to understanding the ever-changing landscape of diversity, equity, and inclusion. This process will include dialogue that encourages individuals to share personal experiences with an emphasis on fostering focused communication efforts that are responsive and reflective of the varied needs and concerns within society (Walmsley, 2018). Only by embracing it as an ongoing process of learning and adaptation will organizations foster environments where inclusiveness is not a goal but a lived reality: the culture in which every person feels valued, listened to, and empowered to contribute toward a more equitable and harmonious society.

Awareness for Inclusivity

Awareness for inclusivity is an all-inclusive process that aims to build understanding, empathy, and engagement with diversity from all dimensions of human identity. At the most basic level, awareness of inclusivity has its roots in an unconscious acknowledgment and valorization of a tapestry of human identity. This basic understanding was based on nothing less than both recognition and appreciation for the richness and complexity created by everyone's background, experience, and point of view. It involves a proactive attempt to educate oneself as well as others about the varied barriers and challenges that confront marginalized communities at multiple dimensions of identity (Mitchel, 2020).

Such awareness, one that includes understanding systemic inequalities and biases, marks race, ethnicity, gender identity or sexual orientation, disability status, socioeconomic status, and other factors. It challenges a recalibration of how things are structured and how that structuring frames disadvantageous expectations of marginalized groups against favoring those placed into positions of relative privilege.

Awareness of inclusion reveals these inequalities and removes stereotypes, prejudices, and barriers in institutions that hinder full participation and equality among individuals (Stehle, 2019). Educational activities should be conducted to extend visions and emotions and increase awareness of inclusivity. This would entail understanding historical and contemporary issues that affect marginalized communities, analyzing identities and their intersectionality, and studying ways in which systemic injustices affect access to opportunities and resources. In doing so, it puts people into discussions that are open, listening sensitively to the voice of the marginalized, and meaningful actions for equity and social justice. Being aware of inclusivity thus promotes self-reflection and self-awareness regarding one's biases, privileges, and assumptions. That challenges the person to reflect on how attitudes and behavior may contribute toward exclusion or marginalization, encouraging a commitment to creating environments where diversity is not merely tolerated but genuinely valued and celebrated (Weiss, 2018).

This awareness calls for a critical examination of the social norms, biases, and systemic inequalities that perpetuate exclusion and discrimination. According to van den Berg, it proactively challenges the individuals and the society at large with such obstacles while calling for policy change and practices to be more inclusive in nature. Knowledge and acknowledgment of these problems set society closer to substantial equity and justice, enabling all people to have a fair chance to live and contribute. This not only includes acknowledgment and recognition of structural and cultural factors leading to disadvantages of the targeted groups but also working to bring them down to the grounds. Advocacy may include lobbying at the legislation levels for reforms aimed at promoting equality and rights, while organizational practices can ensure that conducive systems exist where diversity is welcomed and honored. The dismantling

of barriers would, therefore, lead to an inclusive society in which all members can engage fully in shared opportunities and resources.

Continuous dialogue and education among the community, work, school, and public spaces will actually enable effective awareness of inclusivity. It encourages respectful communication that validates and affirms the diversity of identities, experiences, and contributions. Most of the initiatives are comprised of workshops, training sessions, awareness campaigns, and public debates focused on the importance of diversity and equity (Hitti, 2015). This will help create environments in which people feel valued, respected, and empowered to participate without the fear of prejudice and marginalization.

In addition, consciousness for inclusivity promotes empathy by challenging people to listen deeply to others' stories and perspectives, especially from underrepresented groups. It makes people consider their privileges, biases, and assumptions and thus understand more profoundly the points of intersection with identity and social justice issues (Jennings, 2019). It promotes self-improvement, cultural competence, and collective efforts to enhance more inclusive policies, practices, and spaces that uphold human dignity with equality for everyone. In the end, awareness of inclusivity is a foundation for building a more just, equitable, and interconnected society in which diversity is celebrated, and people can be themselves to grow.

Inclusivity in the Urban Perspective

Inclusivity in the urban perspective embodies actions performed with the intent to build cities and communities that are open and accommodating to everyone who resides in them, irrespective of their origin, identity, or abilities. Urban inclusivity is

about designing spaces within towns that are used by all people to promote belongingness and equity. As Grossman (2017) puts it, it starts with urbanism, which aims at inclusive design strategies for all the built forms such that all the social amenities, including footpaths and buildings, parks, and leisure places, are designed to be used by everyone. In such cases, installations of ramps, elevators, tactile roads, and soothing designs to the feelings are some of the requirements in public spaces that meet different kinds of people. Physical orientation towards the urban form tends to elaborate further on addressing a variety of populations, including those that are economically dominant as well as active, youth, elderly, working women, and remarkably affordable housing. Jian (2020) believes that, however, it is in the cities, not the suburbs, where it is most effective, and it has to do with the fact that balanced provision of various types of housing is required within cities regardless of peoples' income levels. In the case of inclusive urban planning, planning for cities also means utilizing public transport appropriately and reducing inequality when it comes to mobility to certain parts of the city where the residents live.

Green spaces are also essential for urban inclusion, as they allow for recreational space, physical and mental well-being, and places for social events. Parks and recreational spaces require planning on design, safety, accessibility, and inclusivity of all ages, abilities, and cultures (Metzger, 2020). Another relevance of urban inclusion is the chance to extend beyond physical infrastructures, that is, social opportunities and cultural diversity. Cities support social inclusion by developing community engagement initiatives that encourage civic participation and platforms where marginalized communities can voice their needs and aspirations. Cultural diversity is promoted through inclusive programming, public art installations, and

events that reflect the richness of the city's multicultural fabric, as celebrated by Marshall in 2020.

Yang (2021) further added in the study that inclusivity also addresses social inclusion, primarily through promoting cultural diversity, supporting initiatives in community engagement activities, and giving instances in which marginalized voices will be heard and valued in decision-making processes. The quest to break barriers in participation pushes for inclusivity in the urban context, where every resident leads a good quality of life by actively participating in civic activities and taking full advantage of what a dynamic and inclusive urban environment has to offer. Mehan (2022) states that the objective is to create accessible routes through which the whole population can access necessary services, cultural facilities, and economic opportunities in the city. Such urban inclusion would promote social cohesion and provide diverse communities with a belief in shared opportunities to utilize their uniqueness and talent for the city's growth and prosperity. An inclusive urban environment improves the well-being of the individual and makes the overall fabric of the city more substantial, resilient, and sustainable for generations.

Inclusivity in the Rural Perspective

The inclusivity in the rural setting refers to one's purpose when creating environments that appreciate and include people and communities in the rural setting. This would ensure that all people have equitable access to the most basic and critical services, opportunities, and resources regardless of their background, identity, or abilities. Unlike most urban settings, the challenges in rural settings include geographic isolation with limited infrastructures and fewer people populations (Poltimae, 2022). According to Matthew et al. (2020), rural inclusivity refers to

enhancing the overall well-being and quality of life for everyone by providing easy access to necessities and responsive opportunities for diverse needs. This ranges from efforts to address the most pressing challenges and disparities raised by communities in rural areas. Efforts that access goals focus on ensuring rural inclusivity should be centered on health care. This is because access to healthcare is a key feature that promotes access to health facilities, skilled health professionals, and other essential services (Hutto, 2023). It could include initiatives such as implementing mobile clinics, telemedicine services, and partnerships with healthcare providers to enhance coverage and improve health outcomes among rural populations.

Inclusion of all societies equally cannot be achieved without education and educational activities that seek to provide lifelong learning opportunities to all who live locally. These can range from building more schools, vocational training centers, and even adult learning programs, which help empower the natives by giving them skills (Kivst, 2020). In this way, if the communities improve the educational facilities and support, they will also be able to improve education results, and more people will be ready to work in various fields. Next to it, employment opportunities for rural-oriented policies are measured by increasing access to employment opportunities rather than only providing jobs. This cover enhancing existing businesses, developing new business ventures, and establishing industries favorable to regional characteristics and resources. Enhancements in transport facilities, such as improving roads and providing public transport services, play a significant role in linking people to jobs and markets, which in turn grows economic opportunities and reduces marginalization (Mitchel, 2018).

High-speed internet is profoundly recognized as a vital constituent of rural inclusion in today's digital society through broadening access to it. Access to reliable

high-speed internet enables residents to participate in online education, access telehealth services, engage in e-commerce, and connect with global networks (Sibanda, 2020). Closing the digital divide is essential to level the playing field and ensure most communities benefit from the digital economy through infrastructure investments in collaboration with community partnerships. Supporting local businesses and agricultural enterprises is at the heart of rural inclusivity since these sectors form the backbone of the local economy and sources of livelihood for its residents (June, 2022). Initiatives could include offering incentives, technical assistance, and opportunities for market access toward developing stronger local supply chains, fostering sustainable practices, and furthering economic resilience. Efforts to pursue these initiatives through outcome-based partnerships among the relevant government agencies, community organizations, and private sector stakeholders will enhance the community's quality of life and enable local economies to create greater economic vitality, instilling pride and resilience in its residents. These are directed at developing sustainable rural communities where all stakeholders have a fair chance to grow and add their input to their fullest degree (Brown, 2021).

Social inclusion is also essential in rural spaces, as it encourages cohesion among residents and a sense of belonging. Some examples may include diversity of culture, support for local arts and traditions, and accessible recreational and social activities for diverse interests and age groups. It helps create suitable social environments in the rural space by establishing and keeping up with the local heritage while embracing new perspectives (Habibipour, 2021).

In addition, the factor of rural inclusiveness will underscore equipping marginalized groups, such as the Indigenous people, minorities, and people with disabilities, to have their voices heard in decision-making and how policies are

developed. This involves the development of partnerships between the private sector, governments, and organizations advocating for systemic policy development changes while practicing inclusivity in those processes (Aranda, 2023). Rural inclusivity means creating sustainable and thriving communities in which every citizen can participate entirely in civic, economic, and social life. By concentrating on inclusion and equity, rural areas can capitalize on their uniqueness and potential to forge stronger, more resilient communities that build dignity, respect difference, and collectively thrive.

Inclusivity in the Digital Space Perspective

According to (Manzoor and Vimarlund, 2018), digital technologies are meant to promote social inclusion among impaired individuals. The authors carried out the literature survey from 2010 to 2016 and could not find any distinct evolution in the trends of technologies developed to support the social integration of disabled individuals. Since most technologies, including assistive devices, aim at reducing barriers and allowing participation, there are very few works on how these barriers are applied in practice. It simply elaborates on the absence of a single definition of assistive technologies. It calls for a deeper analysis of the issue. An inclusive society cannot be achieved in one-dimensional terms.

The research (Tsatsou, 2019) investigates the digital inclusion of dwarfism in a manner that incorporates identity in their experiences rather than as a fixed characteristic. To begin with, there is no consistency in terms of digital inclusion; their use and experiences of digital technologies will be quite different, dynamically, I'd argue. In so doing, the authors also dispute the notion of fixed categories of disability, shedding light on the intra-disability diversity in the uptake of and engagement with digital spaces. The article promotes the need for personalization of digital

inclusiveness. Future research would do well to consider individual differences among them for a deeper understanding.

Technological development fosters the growth of access and inclusion. A study by M. Samant Raja and World Bank Group (2016) illustrated that integrated ICTs can ensure full participation in various sectors, including but not limited to education, employment, financial services, and even disaster management. However, along with opportunity comes risk; some issues remain, such as expenses and policies that may engender fresh divides if not attended to. Therefore, it is imperative that proactive interventions such as policies and awareness programs are carried out for the benefit of persons with disabilities to ensure that they are empowered and make optimal use of ICTS.

The results of the research analyzes that these types of technologies would help improve the quality of life for people living with dwarfism by creating opportunities for greater independence and involvement in education, the community, and employment. Some of the barriers to access include cost, lack of awareness, and very few, if any, inclusive policies. Such individuals need particular and tailored approaches. These technologies might be integrated into daily functioning in such a manner that they assist those with dwarfism living in the community in self-advocating and enhancing their integration within society. Such learning would help in furthering deep insight into their unique experiences and assist in accessibility, which would break down barriers for everyone and create a level playing field. Therefore, through the provision of technological means that are affordable and easy to get to, it is possible for society to encourage the people with dwarfism to be self-reliant and more clearly visibly adjusted to society.

Barriers to Inclusivity

The term "barriers to inclusion" represents a wide range of obstacles, challenges, and systemic issues that probably tend to limit everyone's equitable, respectful environments in which people can fully participate. These barriers are multifaceted and pervasive as they touch the various aspects of life, including social, economic, cultural, and institutional (Zhang, 2019). Socially, they often appear as attitudes and prejudices that stereotype and discriminate against people based on race, ethnicity, gender identity, sexual orientation, disability, or socioeconomic status. Economically, exclusion happens because of unequal access to education, healthcare, housing, and job opportunities, creating cycles of disadvantage and exclusion. Culturally, deep-rooted social norms and practices can perpetuate exclusionary behaviors that suppress the diverse representation in the various roles and opportunities (Timmons, 2019). This is because the institutionally entrenched legal frameworks and policies may fail to safeguard the rights of marginalized groups or promote inclusive practices as they entrench disparities.

Tackling barriers to inclusivity needs an organized strategy to break down these systemic inequalities and create environments that welcome and encourage diversity. This entails confronting the ingrained tendencies that perpetuate discrimination, championing fair policies and practices, and safeguarding the enforcement of the rights of all people within an institution (Chowdhury, 2018).

Social and Cultural Barriers

Social norms, stereotypes, and cultural attitudes influence how members of society relate to each other. They form a challenging obstacle toward equality because

they put beliefs in the minds of people within society that can generally ignite discrimination and prejudice toward individuals in society. These include race and ethnicity, gender identity, sexual orientation, disability, or even class background; all these happen to be examples of those kinds of settled beliefs that continue to ensure segregation based on decidedly unimportant factors. They become scenarios where people belonging to certain groups are systematically placed at a disadvantage and deprived of opportunities and social inclusion.

Overcoming these barriers is a multi-layered process. As Simpican (2015) ascertained in the study, it calls for challenging stereotypes through positive, accurate, and nuanced portrayals of diverse identities. This is shown as calling for different representations in the media to reflect the multifaceted nature of human experiences. Beyond this, one must incite change in the cultural competence of the individual and communities. This is achieved by developing appreciation and knowledge of various practices, norms, and beliefs across cultures, enhancing respect and empathy across cultural boundaries (Croft, 2015).

Further, Hammel et al. (2015) suggest that this can be achieved by creating an element of empathy and understanding among various groups of people. This is all about creating meaningful dialogues, education, and engagement opportunities where mutual respect and appreciation for diversity in perspectives are boosted. Societies can empower individuals to recognize and challenge biases, thus creating an environment where everyone feels respected and valued.

Economic Barriers

It is such a huge barrier to any form of inclusivity, most specifically towards marginalized and poor members of the societies, considering the economic inequalities and inequities triggered by them. The inequalities become obvious in access towards the basic needs of education, health, shelter, even employment, thereby catching the people within such societies in vicious seasons of poverty and marginalization. People from these groups tend to face inner structural challenges that do not allow them to access specific resources or take part in social and economic activities and hence shall be discussed using an example of good governance," Likoko (2017).

In order to help these individuals tackle the economic barriers, comprehensive and holistic measures should be taken to ensure that fair policies are devised and that assistance is given to better the economic status of the targeted individuals. This can include promoting policies that aim to reduce low-income disparity, maximize acceptable income levels, and improve assistance to those who require help (Bleys, 2015). In this regard, it is also necessary to include the concept of investment into the education system and programs of vocational or technical retraining targeting the underprivileged to develop the necessary skills that would enable them to secure better job opportunities in order to eliminate poverty.

Moreover, health disparities can be effectively improved by enhancing access to affordable and quality healthcare services. In such a scenario, people will experience better health outcomes and overall well-being. That way, people can be effectively involved in any economic activity. Among them are initiatives and programs on affordable housing, which ensures that individuals have stable choices of living. So, in this way, these measures aim to include the economic barriers as far as safe and

affordable dwelling conditions are concerned. Therefore, facilitating entrepreneurship in marginalized communities is yet another area of endeavor for addressing economic inequality. Access to resources and capital with mentorship can empower individuals to start and sustain businesses that create potential opportunities for economic advancement and contribute to local economic development. Supporting small, minority, and women-owned businesses could be a significant step toward moving forward in achieving economic equity and diversity in the economic landscape (Jian et al., 2020).

Legal and Institutional Barriers

Legal frameworks, policies, and institutional practices that create or aid the continuation of discrimination and neglect the protection of human rights of the vulnerable members of society are some of the significant roadblocks to inclusion within societies, according to Hastbacka, 2016. Such barriers include discriminatory hiring practices that further limit job opportunities for minorities, unequal access to justice, which further affects the underrepresented communities, a voice for diverse individuals underrepresented in any decision-making, and laws weak in enforcing matters of anti-discrimination where, as of now, it has not been able to protect against being prejudiced or discriminated against. According to Lashitew (2020), this can be overcome by active advocacy for legislative reforms that advocate equality and systemic injustice issues. This includes legislation to promote discrimination at all points in society based on race, ethnicity, gender, sexual orientation, disability, and other characteristics that are recognized by the law. This also includes equal access to public goods such as education, health care, housing, and social welfare to reduce inequality and provide equal opportunities for everyone.

Beyond legislative advocacy, the organization of such institutions into being held accountable and responsible for implementing inclusive practices and policies is also required. This is done by fostering a culture of transparency and accountability in organizations, government agencies, and educational institutions, making sure that measures taken against discrimination are also in effect and that marginalized groups are equally represented and involved in decision-making.

Finally, diversity and inclusion training for policymakers, law enforcers, and other stakeholders would increase awareness and sensitization toward more legally and institutionally inclusive and responsive frameworks (Hendriks, 2019).

Physical and Environmental Barriers

Physical barriers in the built environment create most of the difficulties in the lives of individuals with disabilities as well as other people with mobility impairments. This limitation decreases their potential to participate more effectively in society and get access to most services needed by a person. Some challenges associated with this range of barriers include less available transportation, less accessible public spaces, and infrastructure designed without accommodation for different needs (Hammel et al., 2015). Improvement in infrastructure development should be the starting point in universal designs for urban planning. Morales (2020) stated that universal design aims to provide accessible environments for people regardless of age, ability, and status, design buildings, public spaces, and transportation with fitted facilities such as ramps, elevators, wide doorways, tactile paving, and available toilet facilities. This is more so accomplished by carrying these features at the design stages. Thus, cities can ensure their infrastructure is accessible and inclusive for all.

The other significant step toward breaking through the physical barriers would be the setting and enforcement of accessibility standards. It is the most essential function of the government and regulatory agencies to establish standards that would be binding on the design and construction of public facilities, housing, transportation systems, and similar developments and renovated establishments, which would provide minimum requirements to meet new accessibility. Such standards promote equal access for everyone.

Investments in infrastructure improvements are also essential in demolishing the existing physical barriers and retrofitting older structures to meet contemporary accessibility standards. This includes retrofitting existing buildings with accessible features, upgrading public transport systems to accommodate wheelchairs and other mobility aids, and making parks, recreational facilities, and public gathering spaces accessible to all sections of society (Shield, 2016). This encompasses partnerships among government agencies, urban planners, architects, engineers, disability advocates, and community stakeholders. Among these requirements, they discover the barriers, prioritize and distribute resources effectively towards improving accessibility, and communities can create environments that encourage independence, safety, and equal participation for all residents (Bossink, 2017).

Communication and Information Barriers

Communication and information access barriers can be significant challenges for those people who are unable to understand or access the language, technology, or communication modes used in specific communities or organizations. Such barriers may involve exclusion from critical information, services, and opportunities, frequently raising concerns among marginalized or linguistically diverse groups.

One significant action that would break the abovementioned barriers is multilingualism and linguistic diversity. According to Andrade (2016), breaking the mentioned barriers requires information and communication in several languages through which the members of the community converse so that language must not hinder acquiring critical services or participating in civic activities. Community-based organizations and public institutions can facilitate language access by providing translation, multilingual staff, or resources targeted at meeting linguistic diversity needs. Another strategic approach is to ensure that information is accessible in a different format (Alam, 2015). For instance, information can be presented in such a way that it meets the needs of a visually impaired or print-disabled client by including formats such as braille, large print, or audio recording. Digital accessibility is also relevant. This includes the accessibility of websites and easy access to digital content following accessibility standards, thereby making information accessible to other people who are using assistive technology, such as readers on screen or voice recognition software (Caton & Chapman, 2016).

Technology may be broadly applied to increase more communication and outreach to overcome such barriers. Various digital platforms, social media, and mobile apps can reach information in different communities. Those who may face geographic or mobility barriers can be accommodated by utilizing virtual meetings, webinars, or online forums, as implied by Mapes et al., 2020.

Effective community engagement and collaboration, if well implemented, will thus eliminate barriers that may exist in communication and information access. Organizations and institutions will ensure an inclusive and responsive communication strategy when considering the specific needs of those affected communities,

understanding their needs, co-designing solutions, and accounting for their various perspectives and preferences (Goggin, 2020).

Attitudinal and Psychological Barriers

Attitudes of prejudice, bias, and unconscious stereotypes keep fueling social inequalities and represent a high psychological barrier to inclusion, exclusion, and marginalization in communities. Given that these attitudes have high self-esteem, mental health, and feelings of belonging implications for the subjects concerned, they tend to create environments where a specific group may feel less valued or misunderstood (Juvonen, 2019).

Attitudinal barriers to be overcome require proactive efforts in public awareness, education, and transformational dialogue. Diversity training programs are potent in making people and groups understand and empathize with one another by opening their eyes to the effects of stereotypes and biases (Woodcock, 2019). These programs provide a chance to understand cultural differences, come out of assumptions, and grow respect for all diversity around them. There must be a developed inclusive leadership to set off the tone of organizational and community attitudes regarding being inclusive (Pappas, 2018). This means the inclusion of others would be empowered by having policymakers and practices that really show equity and diversity, reaching out to acquire a diverse outlook, ensuring equitable opportunities for every member, and generally, creating an environment that will make everyone valued and respected in their unique contribution (Helena-Martins, 2018).

Open dialogue fosters the destructive crumbling of negative beliefs and mutual respect. Thus, open spaces for discussing prejudice, discrimination, and privilege are

much needed to make people face their biases, expand their horizons, and empathize with different communities. This open dialogue helps learn and strengthens social bonds by equipping people with the ability to engage in and build inclusive environments actively (Sanclemente et al., 2024).

In addition, removing attitudinal barriers requires consistent effort and collaboration among diverse segments of society, including education and workplace, communities, and media.

Inclusivity of People with Dwarfism

Throughout the literature, inclusivity issues, especially in the context of dwarfism, have been depicted in numerous ways bringing to light the need to foster an environment where everyone is appreciated, treated equally, and has similar chances at all activities.

Focus and Attention

Most of the literature stresses the need for Focus and Attention to encourage inclusiveness, primarily among the dwarfism group. Scholars such as Gilbert and Bryan (2019) stressed that media exposure and public appreciation of the works of a member of the dwarfism group was crucial. Recognition and appreciation of their work by the masses also help break the various stereotypes and inform them of their capabilities. This visibility is not just a matter of recognition; it forms part of the process that transforms and rearranges societal understanding and discourse. Moreover, Dussault & Thompson (2024) further underpin this study that featuring people with dwarfism at pertinent points in the media, including television programs, movies, news articles, and so on in social media, has multiple purposes. These run as far as to

terminate the often one-dimensionality and negativity of the stereotypes surrounding people with dwarfism. The media shows how they have performed various achievements and contributions in the given fields, such as sports, arts, or sciences, and community leadership, among others, in order to point out their abilities and talents in comparison to those dominant narratives that position them mostly at the margins.

Palmer et al. (2023) argued that this form of visibility has to be attained to empower the people with dwarfism themselves. The view of their stories and accomplishments in public increases their pride and feeling of belongingness. It can make them feel that they are worth something, that their contributions matter, and that they belong to society. As such, power will then be both personal and communal because pride and solidarity are promoted within the community.

Moreover, public recognition through awards, honors, or being part of high-profile assignments further cements the meaning that people with dwarfism are assets to society. When someone with dwarfism attains tremendous success and is noted in the public, it inspires future generations of people with dwarfism and introduces them to heroes. This encourages greater participation in society and acceptance by that society; as such, people can also be victors and leaders in other areas of society.

Furthermore, research by Duncan (2023) expands this line of argument. They used this proof to show how constant media exposure to people with dwarfism brings about a more inclusive narrative in society. The study found that constant depiction of people with dwarfism in various, positive media representations would eventually change public opinion over time. This constant exposure would eventually help

normalize the life presence of people with dwarfism in all circles, thereby creating an inclusive culture for diversity.

More so, public recognition at public events, conferences, and other forums of the public is of much value. According to Duncan, 2023, recognition events about people with dwarfism are good platforms to raise awareness and advocate for inclusivity; such events express individual success as well as the collective potential of people with dwarfism. It will give this dwarf a chance to mingle with other people with dwarfisms and share experiences, including fighting for rights, in order to make an even stronger culture of inclusion.

Societal Acceptance and Participation

According to Jansen-van Vuuren (2020), through various campaigns and cultural representations, increased awareness among the public could be a huge area to be explored for acceptance and participation from the community. It changes the perception of society in the process of creating an accepting society. According to Green, based on research, the increase in glimpses of people with dwarfism before the media or public life causes immense change in the perception of the system. Representations of people with dwarfism on television, movie screens, on the news, and on social media can humanize the experience, balance out stereotypes, and depict a variety of talents. Without such stereotypes, the greater public would then realize that people with dwarfism are no different from anyone else. All exhibit tremendous ranges of talents, aspirations, and contributions to make. This shift in perceptions would, therefore, foster an acceptance culture where people with dwarfism are seen to appear and be valued as important members of society.

For instance, Haynes et al. 2024 is one study that confirms the need for awareness campaigns by the public in ushering public acceptance. They can be adopted in the manner of social media initiatives, public service announcements, and educational programs aimed at enlightening the public about the lives, challenges, and achievements of people with dwarfism. Campaigns based on awareness are efforts that aim to eradicate false information and stereotypes. They lead people to treat people with dwarfism in a more sympathetic and supporting way. In her work, Green shows that, if undertaken properly, the public awareness drive will bring about greater understanding and recognition, enabling people to live in an integrated society.

Cultural representation also performs an essential function in social acceptance. When people with dwarfism are represented in the cultural sphere, including arts, literature, and entertainment, their presence is normalized, and their culture becomes better represented. The best way to explain this is that representation in various forms, such as characters in movies, TV, documentaries, and even people who have dwarfism featured in the news, would help depict people with a life like the non-disabled. The public gradually gets accustomed to the presence and contribution of dwarf people in the midst of many contexts and roles in seeing them as individuals, hence dismantling so-called barriers and stigma.

Jansen-van Vuuren 2020, further underlines that societal acceptance is bolstered by involving people with dwarfism in participating in community activities and inclusive education systems. Participation in the community has positive associations between people with dwarfism and their neighbors, colleagues, and peers. Inclusive education allows people with dwarfism to learn and grow along with their peers from childhood, resulting in mutual respect and understanding. These interactions are highly significant in promoting integration and combating social exclusion.

Involving people with dwarfism in community work, among other activities such as sports, volunteer services, and social clubs, provides a means by which they can prove themselves and form meaningful relationships. In doing so, people with dwarfism can contribute back to their communities and show off their skills, dispelling stereotypes and building acceptance (Haynes et al., 2024). Inclusive education systems come at the foundation of that process. If schools and universities accept to make accommodations and give support for a child with dwarfism, there are chances for all those students to be equal in many ways. Inclusive education brings an ambiance of diversity and acceptance into the school, where children are made to love and respect each other's differences from a very young age. This spillover in school spills into the outside world, where people begin to perceive and interact with people who have dwarfism in a different light.

Dwarfism and Inclusivity

Dwarfism is a complex condition where an individual has a significantly shorter stature than the general population. There are different types with different causes and signs. The two major types of dwarfism are proportionate dwarfism, where there is a reduction in body proportions in all parts, and disproportionate dwarfism, which exhibits unevenness in limb length and general body proportions (Khetarpal, 2016).

This can result from genetics and inheritance of traits, hormonal abnormalities, or skeletal growth disorders. The ability to differentiate between the aforementioned categories of dwarfism will allow an understanding of what victims of dwarfism face (Pritchard, 2020). However, persons with dwarfism face numerous barriers to inclusion. These extend far beyond physiologic factors and include many intrinsic societal and cultural elements. The shortest people, according to Povinelli (2022), face

exclusion in many ways, for example, lack of access to open areas and facilities set up for tall people alone. Those limited job opportunities emerge primarily due to false beliefs and stereotypes (Schmidt, 2019). People with dwarfism will experience the challenge of accessing full representation and focused attention in learning and health settings. Of course, this is not to indicate that these are difficult and easy challenges. In the proper sense, recognizing the diversified nature of the challenges shall help us come up with better strategies for inclusiveness.

People with dwarfism inclusion have everything to do with human rights and basic ethics rather than social rights (Castillo, 2022). According to Hales, 2022, as well as Babu, 2023, they greatly enforce stereotypes and discrimination because such do not create inclusive environments that affect the lives of people with dwarfism, health, and general well-being.

Inclusivity breeds multiple cultures, lively societies, and an ideology of egalitarianism and community. Every person who has dwarfism has the right to thrive, live with dignity, and be treated like anybody else. Thus, handling inclusivity for people with dwarfism needs to be advocated for social justice and human rights development.

Facebook

Facebook has been highly significant to the realization of inclusivity concerning people with dwarfism, as it has provided individuals with a platform through which they can give visibility to their cause, advocate for any issues related to their condition, and interact with their community. Facebook enables the self-storytelling of people with dwarfism on their personal experiences, successes, and failures across a broad audience, thereby humanizing their subject. As noted by Van den Berg et al. (2020),

this social platform provides an avenue to spread the good representation of people who have dwarfism since it has been known to help break the stereotypes and educate the public. Facebook's interactive nature amplifies user engagement, where people with dwarfism can be part of the discussion that plays an active role in reshaping their identities. In addition, Facebook can also cater to public awareness campaigns, and this way, advocacy groups, and individuals can raise even more awareness about specific issues that people with dwarfism face, such as barriers to accessibility and much more. Such campaigns may be good enough to mobilize support and influence public opinion to further changes in policies toward an inclusive society. Besides these sites, Facebook is a place of community building that allows people to form supportive networks where people with dwarfism can reach out to each other, share resources, and fight those feelings of loneliness. This strength in numbers bolsters an acceptance and understanding of culture. Joining the Facebook page and discussions, therefore, helps people with dwarfism unite in a sense of belonging that will be decisive for empowerment and well-being.

Social Construction of Inclusivity on Facebook

In social media, Facebook remains one platform that allows people with dwarfism to engage in complete identification negotiation and presentation. According to Jakaza (2020), using profile customization, sharing content, and engaging online communities tends to navigate the various complexities of self-representation in digital environments for people with dwarfism. However, more wide-ranging societal perceptions of disability and ableism also provide information about online experiences, which would form views of their identities in the digital sphere (Haimson, 2016). Within this context, groups, and connections, the everyday engagement of the

user through these on the platform always creates inclusive spaces as part of an active process. It is important to note that social construction occurs through original posts and re-sharing content from various sources, such as media outlets and advocacy groups. Social constructionist tendencies are exhibited in drafting original messages and re-circulating content drawn from various sources, such as the media and advocacy groups. The analysis of posts shows that the reality constructed on Facebook can be both from the content posted by the administrator and the content that is shared. In this way, this all-encompassing Sharing helps in the construction of the identity and the realities of the members of the community, even among those people who are not entrenched in the digital sphere. When an admin shares information, it builds a collective consciousness, effectively influencing the ways of thinking and its meanings.

It is through curating their online personas and interactions that users contribute toward the formation of digital communities that reflect diverse interests, identities, and perspectives (Hoffman, 2018). This process of self-presentation and identity negotiation is central to the way inclusiveness takes shape in Facebook spaces as users navigate the complexity of self-expression in a digital context.

Group dynamics and collective interactions also play a role in the social construction of inclusivity on Facebook. This, according to Marino (2016), is because "users coalesce around interests, identities, or causes within Facebook groups, pages, and communities to create spaces of belonging and support through interactions like likes, comments, and posts; members of a group co-create norms, values, and boundaries that specify the inclusivity of the community" (Jakaza, 2020). All these efforts shape the culture and climate of Facebook groups and pages, influencing how inclusive or exclusive they can be perceived.

Platform affordances on Facebook are most relevant to the social construction of inclusivity. These are settings such as privacy settings, management of content through moderation tools, and algorithmic recommendation systems that determine what is possible, easy, or difficult regarding information spaces online on the platform, according to Gunduz (2017). Affordances, therefore, will determine how users regulate their digital interaction and how they access the range of digital identities available to them to shape the different types of inclusivity within their social networks.

Gaps in different studies

Limited Focus on Marginalized Communities

Most of the existing studies, such as those by Jakaza (2020) and Hoffman (2018) on the issue of digital inclusiveness, frequently target a mass, vast demographic scope or mainstream social groups while leaving out representative voices of the marginalized communities to mention only people with disabilities and those with dwarfism. Filling this gap will be to focus on a Facebook page that is essentially a platform for a community of people who have dwarfism with a multifaceted analysis of inclusivity in a particular sort of marginalized group.

Lack of Intersectional Analysis

These studies (Hoffman, 2018; Marino, 2016) have overlooked the intersectionality of identity and experiences in digital worlds. For inclusivity, without factors of intersection, such as race, gender, or socioeconomic status, these studies might completely forget the scale of online identity building. The study about the Facebook page regarding people with dwarfism has the potential to bridge this gap

because it has addressed how intersectional identities are shaped to build experiences of inclusiveness within the context of people with dwarfism.

Underrepresentation of Qualitative Approaches

The number of studies on digital inclusion that rely on quantitative methodologies, such as surveys or content analysis, is abundant. For example, Pritchard 2020, Hales 2022, Castillo 2022. By making use of qualitative methods such as interviews or discourse analysis, this study could offer more profound insight into the subjective experiences and narratives of people in the dwarfism community and bring richer insights into understanding digital inclusivity in qualitative terms.

Limited Consideration of Platform-Specific Dynamics

Even though the bulk of the studies (e.g. Jakaza, 2020; Hoffman, 2016) tend to analyze digital inclusivity in a broader sense, there is a gap in the research that examines In what way the elements of the platform contribute towards the construct of inclusivity- more so in social media platforms such as Facebook. Investigating one Facebook page allows examining the role of specific platform design, algorithms, and features of communities, in the construction of digital inclusivity in that particular space.

CHAPTER III

RESEARCH FRAMEWORK AND RESEARCH QUESTIONS

Research Framework

Social Constructionism

Social constructionism is among the fundamental philosophies in the social sciences that have greatly impacted the nature of society and understanding of knowledge. The foundation of this theory believes that almost everything in reality, beliefs, knowledge, values, and even identities are not intrinsic but rather constructed. This means they are established and created through human interaction with one another's language, culture, and way of life (Vinney, 2019).

An essential function of social constructionism is that the perceptions and interpretations of the world are not objective but are influenced by society. For instance, concepts attached to gender, race, as well as the concept of disability find their construct and shaping in the culture, history, and social context (Gergen, 2015). This means that the notion of what is normal or deviant, right or wrong, can be culturally and historically specific.

It further disputes that there exists only one truth and instead underscores many approaches or manners of seeing and understanding the things going on around one's self (Burr, 2015). Moreover, it introduces the idea that people and various other groups are capable of creating, challenging, and even redetermining social realities through discourse and interaction (Prichard, 2021). This deeply suggests that it strongly shows a way of understanding issues in identity, inequality, and social justice. This happens because it indicates many social problems are not innate but the result of societal construction and can be changed through social change and activism.

On the other hand, social constructionism is a theory that, in reality, fundamentally challenges traditional conceptions of objective reality by claiming that reality is actively constructed and shaped through social interaction and language. What is believed to be real or true is central to social constructionism, although it is clearly not the appearance it seems to have. That is to say, it is only constructed through such shared understanding and interpretation within particular social contexts. It is within this process that language functions crucially in the ways in which meanings are not only articulated, negotiated, and reinforced but also where meaning-making happens in interaction.

Social constructionism also tends to emphasize the historical and cultural specificity of knowledge and reality. It implies that it might vary from one culture to another and from one epoch to another, which then displays that truth or reality is indeed a matter of contingency. It also avers to the function of power and domination in shaping reality. This may give specific groups or individuals greater authority over what is widely regarded as legitimate in society and so impacts the character of how norms, beliefs, and values are constructed. Social institutions and practices, such as family arrangements, educational structures, and media images, have been considered core sites where social constructions are generated and renewed. These institutions provide structures through which meanings are created and sustained over time. Although it is naturally focused on social influence, social constructionism still takes account of individual agency- that is, the capacity of individuals to actively engage in and, consequently, challenge existing social constructions toward contributing to social change.

Critically, social constructionism rejects essentialist accounts of human nature, identity, or any category beliefs in universal and fixed truths about gender or race.

Instead, it suggests that those categories are social constructs and subject to change, thus creating tension between the claims of essential qualities or essences. Overall, then, social constructionism outlines a nuanced framework for grasping how reality and knowledge, as well as social identities, are continually shaped and reshaped within dynamic social contexts.

Social constructionism is rooted in a number of intellectual traditions that arose in the late 20th century and brought some unique perspectives to the shape it has taken. Symbolic interactionism, as with its "founding fathers," George Herbert Mead and Herbert Blumer, made use of shared symbols and meanings to construct social reality but also elaborated upon the active construction of reality in everyday life. Phenomenology, based on the work of Edmund Husserl, then further developed by Alfred Schutz, looked at experiences and the connotations people give to their lived worlds in a way to understand how people perceive and explain their worlds. Ethnomethodology was started by Harold Garfinkel and was based on the techniques through which ordinary social practices and interactions bring about social order (Francis, 2022).

Postmodernism added to the scope of criticism of how truth and reality have been typically perceived by attacking broad narratives, thereby changing the conversation to prove that knowledge is really fractured and situational. Some of the critical thinkers involved in this focus on language, discourse, and power as a provider of social constructions and challenging already dominant positions in knowledge production include Michel Foucault, Jean-François Lyotard, and Jacques Derrida. Feminist theory also impacted social constructionism by criticizing the essentialist view of gender by demonstrating how gender roles and identities are socially constructed and culturally reproduced through practices and power (Arinder, 2020). Judith Butler

and Simone de Beauvoir have been considered scholars who initiated discussions on the performativity of gender and the significance of social norms in influencing identity.

Constructivist approaches in science studies and sociology further advanced social constructionism by arguing that scientific knowledge, cultural beliefs, and social norms are not objective truths but are constructions developed through social processes and historical contexts (Berkeley Graduate Division, 2019). Combined, these intellectual heritages give birth to social constructionism, which asserts reality, knowledge, and social identities are constructed and contested in situative social relations, discourses, and practices, here and there located within specificities of social and historical contexts, then, in opposition to sorts of views on static or innate truths about the world.

Social constructionist perspectives have significantly contributed to the course of communication history in that they have shaped the way in which meanings, identities, and realities related to society are constructed through communication. This approach has been used within communication studies to analyze how language, symbols, and discourses shape the way to construct meanings about the world and live accordingly. Practically speaking, social constructionism tends to discuss issues as varied as media representations, political discourse, and interpersonal dynamics of communication by focusing on how communication practices construct and negotiate social realities.

Social constructionism currently continues to be a workable framework in modern times because it illuminates the multiplicity of the increasingly interconnected and mediated world (Weinberg, Darin, 2014). It would allow students, scholars, and even practitioners to critically examine how digital technologies, social media

platforms, and global communication networks serve in the construction of identities, communities, and cultural meanings. As communication diversifies and begins to fragment, social constructionism helps in understanding that the different groups and individuals co-construct reality using shared languages, stories, and digital interaction. Also, social constructionism encourages a nuanced understanding of power dynamics and inequalities in society, as well as the fluidity of social norms and values in times when rapid social change, globalization, and contested social issues arise. An influential theoretical approach to social constructionism brings deep insights into the making of societal perceptions and understandings through social interactions and shared meanings.

More importantly, based on the report by McKinley (2017), comprehension significantly increases through communication studies, especially as it may relate to dwarfism, about how language, media, and interactions create perceptions within societies. Most importantly, what can be done with communication studies on dwarfism is to analyze media narratives and discourse in terms of uncovering stereotypes that they promote through language and positive narration that negates those stereotypes. However, according to Ibbara and Kitsuse (2017), one could comprehend how the online communities that are in existence for disabled people offer space for self-representation and counter-narratives that challenge the dominant able-bodied perspectives through an investigation of the role of Facebook as a digital platform. This further raises the point of impact digital interactions have on public perceptions and policy changes related to disability issues. While investigating the interpersonal and group communication among people with dwarfism, on the one hand, and between people with dwarfism and non-people with dwarfism, on the other, identities and experiences are unraveled in the negotiation process, which allows it to

be interpreted for insights into strategies used by people with dwarfism to assert the presence and break social discrimination against them in different social contexts. It is an assessment of awareness-raising campaigns from the communication studies point of view: the result in terms of reshaping attitudes toward dwarfism in a certain society, and any data is used as a basis for adjusting the communication strategy as needed. Lastly, analysis of how communication applies itself to policy-making processes would uncover the pressure, advocacy, and media coverage are able to command in the last stages of disability policy formation, often underpinning the role communication plays in making social change. Finally, by scrutinizing initiatives in education that create awareness of dwarfism, communication studies can find the best practice in educating the audience through amelioration towards a more inclusive and empathetic society.

In addition, this framework also constructs reality through social processes and interactions. The considered reality "reality" is, according to Phillips (2023), the sum of collective agreements and shared meanings made in society. This perspective would offer much persuasive power in the direction of inclusivity through challenging fixed notions of identity, norms, and values by providing more room for diverse and inclusive understandings of human experience.

Through this understanding of categories such as race, gender, sexuality, and disability as products of social constructionism, it can be seen how these categories function to maintain such inequalities and exclusion. According to Annanta (2023), this state of awareness could help undo the structures and relations of power that support these structures. Gender, for instance, is considered a social construct in this conventional interpretation. Therefore, the extreme classification of humans into two rigid societies of male and female must not be taken as a natural phenomenon, but as

a constructed order by a specific community. Such might create wider avenues and wider enjoyment of non-binary gender spectrums and an enhancement in the perception of transgender issues making the society able to accommodate everyone.

Social constructionism is a theory that gives priority to language and discourse in the idea or the experience. It, for example, calls for a critical analysis of the language and the narratives that advocate for or are against the prevailing power relations. The stigma might reduce among other things when the discourse and the images used about the marginalized groups starts to change. To illustrate this, putting images of such women in the media where non-stereotypical women are depicted, plus the use of non-sexist language, helps to reinforce the existence and active participation of such traditionally marginalized women groups.

According to Hummel (2018), it is also possible that the principles of social constructionism can be used in education to elaborate a curriculum, with a view towards incorporating various perspectives and experiences other than one prevailing discourse only. This aspect helps appreciate the intricacies involved in social class and importance of compassion and togetherness. This encourages critical thought because it arms the learner with the capacity to critically analyze the unchallenged beliefs and social influences that are in their environment.

Kondonijakos (2021) argues that the application of social constructionist principles in the workplace would lead to a more inclusive policy and practice. Workplace cultures are socially constructed, and so if an organization is aware of this, the people can create intentional environments that appreciate diversity and inclusivity. To do this, these organizations will probably have to rethink recruitment

practices, provide diversity training, and create an atmosphere in which everybody at work feels valued and heard.

Lastly, there is social constructionism, providing a strong framework for understanding collective meaning-making processes within the Facebook page. Ngai et al. (2015) claim that “inclusiveness of little people is not viewed as a foreign imposition but rather as an ongoing process that has to be woven into the fabric of their interaction and existence.”. The members of the page would overlap each other by talking about various issues, telling each other stories, and encouraging one another as a way of building out their sometimes very complex understanding of the concept of inclusiveness. This collective process helps in the birth of some common identity and common goals that create a sense of community and belonging.

Research Question

- 1. “What is inclusivity from the point of view of persons with dwarfism?”**
- 2. “What are the means for social construction of inclusivity in the digital space?”**

This question is likely to reflect social attitudes towards inclusivity for people with dwarfism, which are complex and multilayered. It makes us curious to learn how people with dwarfism define and navigate the concept of inclusivity within digital spaces, shedding light on the barriers they face, the strategies they employ to foster a sense of belonging, and the ways in which they challenge stereotypes and ableism. Additionally, it allows us to explore how digital platforms like Facebook can either facilitate or hinder their pursuit of inclusivity.

CHAPTER IV

RESEARCH METHODOLOGY

Research Methodology

In simple words, textual analysis represents a research methodology, which is meant to systematically analyze and interpret written, spoken, or even visual texts in order to gain a deeper understanding of their content, context, and underlying meanings. The research methodology applied across all fields, such as literature, linguistics, media studies, and the social sciences, according to Robers (2020). The first and foremost goal of text analysis is to study the content of a text, which highlights the work through various patterns and themes that come into play, with the help of which an author represents themes and opinions through certain language. Textual analysis involves a very systematic procedure of gathering data, categorizing it, and then interpreting it (Xiang, 2015). The researchers intensely read or look at the text, break it down into meaningful units of text, and then assign codes to these units that identify recurring themes, language patterns, and rhetorical strategies. By analyzing the language, symbols, and context of a text, textual analysis can reveal what the author intended, what effects of culture or society exist here, and how power dynamics, ideologies, or discourses are realized in the text.

As a researcher who explores the digital space where people with dwarfism share their thoughts, experiences, and challenges, I have gained rich details about the complexity of their online interactions. This way, upon applying this method, I was able to closely examine the language and narratives within this community and through it build greater understanding about how these people build and negotiate their identities.

Through textual analysis, I could categorize and encode the content of these posts, and in doing so, discover the repetition of themes and discursive strategies. It has also unpacked how language subverts stereotypes, lends voice to agentive expression, and answers calls for inclusivity in these digital spaces. Observations like this call for appreciation regarding the resilience and activism of people with dwarfism about the dynamics of power and social interaction.

In researching a Facebook page for people with dwarfism, this research goes into scrutiny of the concern group's entire body of written every differential form of documentation. Its purpose is to analyze the processes of members' communication, their interactions, and the formation of their selves in this microcosm of the world wide web. Through the analysis of members' posts, comments, and discussions, it is possible to identify the themes, issues, and linguistic features that are characteristic of the movement's speech. The written format will be analyzed in relation to the context of how each member of the page chooses to interact with others, and how they use this written tool to create their identity as someone with dwarfism. In addition to considering the construction of individuals' identities the aim of the research also shifts to looking at the structure of the Facebook page as a wider community. This means examining such elements as the hierarchies, structures and relationships that exist within the page, including the responsibilities of any moderators or other members responsible for safeguarding the content and direction of discussion. The research also aims to analyze the extent to which the page is supportive and inclusive, in other words how interaction between its members occurs and whether any emotional support (or active solidarity) is provided. Thus, within this broad framework, researchers try to inform of the nature of the written word and the types of communications within the dwarf community – a Facebook page.

However, while doing a textual analysis of a page in Facebook, there are certain limitations that exist. For example, the scope of the study may be limited by the availability and accessibility of the textual data; the point being that all the content on the page might not be viewable or easily available publicly. Further, the validity of the study may also be affected by the researcher's own interpretation of what occurs in the content while on text with possible biases or even mistaken interpretations. More so, it may fail to capture experiences and perspectives within the Facebook page because some of its members are more active or vociferous than others, hence potential sampling biases.

Table 1. Facebook Posts Excerpts of Big Dreams for Little People - Philippines Incorporated (BDLPP).

Sources and Timestamp	Excerpt from Data Set	Meaning of inclusivity	Means for social construction
May 1, 2024	<p>Happy Labor Day from the Dwarfism Community!</p> <p>Today, we celebrate all workers, and we're especially proud to shine a light on our Little People who are making incredible contributions across all industries. These are just a few examples! Little people overcome unique challenges in the workplace, but their dedication, talent, and work ethic are undeniable. Let's celebrate diversity and inclusion in the workforce this Labor Day!</p>	<ul style="list-style-type: none"> ●Celebrate contributions to society, meaning despite challenges and oppression, LPs still contribute to society, and that will be celebrated ●Overcoming challenges of society 	<ul style="list-style-type: none"> ●Attention to LPs (Contribution to society, overcoming social oppression)
	<p>'December 3 is International Day of Persons with Disabilities. It is an international observance promoted by the United Nations since 1992. It aims to promote an understanding of disability issues and</p>	<ul style="list-style-type: none"> ● Supporting dignity, rights, and well-being of persons with 	<ul style="list-style-type: none"> ● Equality in rights and considerations

December 4, 2023	<p>mobilize support for the dignity, rights, and well-being of persons with disabilities. In all countries, people with dwarfism still face social and physical barriers that stand in the way of choices and opportunities.' Thank you, British Embassy Manila for featuring our advocacy for equality.</p> <p>https://www.facebook.com/reel/883861883048949</p>	dwarfism means that it gives equal view and consideration to LPs	
November 13, 2023	<p>https://www.facebook.com/BDLP.Phil2017/videos/1368773850732455</p> <p>The video shows how to correctly address LPs as well as how to view LPs' perspectives. The video also shows how LP helps society and how it creates social diversity</p>	<ul style="list-style-type: none"> ● Addressing the LPs and how to view their perspective correctly 	<ul style="list-style-type: none"> ● Society Acceptance
October 25, 2023	<p>“10/25 Happy World Dwarfism Awareness Day! Today, people with dwarfism and organizations around the world that support Little People and their families raise our hands to celebrate October 25th as International Dwarfism Awareness Day. In all countries, people with dwarfism still face social and physical barriers that stand in the way of choices and opportunities. On October 25th, Little People unite together to promote dwarfism awareness and pride in order to challenge those barriers, and to assert our right to self-determination and independence.”</p>	<ul style="list-style-type: none"> ● Calling for celebration for people with dwarfism and their right to independence and equality. 	<ul style="list-style-type: none"> ● Attention to LPs (Contribution to society, overcoming social oppression) ● Public Awareness

<p>October 23, 2023</p>	<p>https://www.facebook.com/OnePHonCignal/videos/867143328463264</p> <p>A news video from One PH reporting the celebration of dwarfism month. The report shows different activities that helps the society understand the presence of this kind of disability. The reports also show the objective or goal of the activities.</p>	<ul style="list-style-type: none"> ● Advocating through multimedia the activities of the LPs help spread awareness of their issue and their goals and perspective 	<ul style="list-style-type: none"> ● Public Awareness
<p>October 20, 2023</p>	<p>"Maliit siya. Kasi daw ipinaglihi sa duwende. O kaya, nag-pills si Mommy nung ipinagbubuntis siya. Di kaya dahil sa sumpa? O parusa dahil tinangkang ilaglag ng nanay noon? Putok sa buho? Haayy, ayan na naman ang mga maling akala. Huwag maniwala sa fake news!</p> <p>In celebration of Dwarfism Awareness Month, Big Dreams for Little People Philippines is mounting a three-day event from Oct 20 to 22, 2023. The highlight of this year's celebration is a medical conference and free consultation on dwarfism-related issues featuring experts in the field of Genetics and Orthopedics."</p>	<ul style="list-style-type: none"> ● Focus of a celebration suggests that people with dwarfism matter. ● Focus of a conference ● Attention is given by the medical practitioners 	<ul style="list-style-type: none"> ● Attention to the LP (Celebration, medical concern)
<p>October 10, 2023</p>	<p>"Our upcoming Medical Conference and Dwarfism Awareness Month celebration will not be possible without the help and generosity of our following co-presenters; Little People of America Seda Manila Bay, Parañaque City Ayala Malls Manila Bay UP PGH Department of Pediatrics Institute of Human Genetics - NIH</p>	<ul style="list-style-type: none"> ● Access to medical health means inclusion to proper and over all medical care for LPs 	<ul style="list-style-type: none"> ● Equality of resources (Equal provision and distribution)

<p>October 3, 2023</p>	<p>"Dwarfism Facts for today. Get to know us. We are people, just little. We are Little People. Standing tall with big dreams and high hopes.</p> <p>#littlepeopleofthephilippines #understandingdwarfism"</p>	<ul style="list-style-type: none"> ●Promotes understanding, respect, and proper terminology for people with dwarfism. 	<ul style="list-style-type: none"> ●Society Acceptance
<p>July 19, 2023</p>	<p>"Congratulations to one of our members- Jedidiah! Keep up the good work!</p> <p>From small beginnings to great achievements. Meet Jedidiah Cargamento, the little kid with a giant heart. Despite his small stature, he dreams big and proves that size does not define success. Celebrating his recent elementary graduation from Daniel Fajardo Elementary School, he exemplifies the true essence of perseverance and success. Witness his incredible journey of determination in the inspiring story of the Cargamento family.</p> <p>#OurHome #TuloyAngTapatAtProgresibongSerbisyo"</p>	<ul style="list-style-type: none"> ● Equal access to education meaning equal distribution of learning resources ● Equal provision of resources and support 	<ul style="list-style-type: none"> ●Equality of Resources <p>(Equal provision and distribution)</p>
<p>June 18, 2023</p>	<p>https://www.facebook.com/share/v/xAwpQGZw9hzumUdE/</p> <p>On this special day, we want to express our heartfelt appreciation to all the best dad anyone could ask for. Happy Father's Day!</p> <p>(No copyright intended. We do not own the music in this video/rights to the music)</p>	<ul style="list-style-type: none"> ●Love and appreciation coupled with acceptance - A father's love 	<ul style="list-style-type: none"> ●Love and acceptance

<p>May 15, 2023</p>	<p>An inspiration to the dwarfism community. #MondayMotivation</p>	<ul style="list-style-type: none"> ● Commemorates that little people are not any different from other human beings and can also be capable of doing something great that focuses on the capacities not disabilities. 	<ul style="list-style-type: none"> ● Empowerment, Equality, Ability
<p>May 13, 2023</p>	<p>https://www.facebook.com/BDLP.Phil2017/videos/272327341886768</p> <p>A Happy Mother's Day: The care and love towards a child starts from their mother. A mother's love is never ending from giving birth until it reaches maturity (or even death).</p>	<ul style="list-style-type: none"> ● Love and unwavering support starts from the love of the mother. 	<ul style="list-style-type: none"> ● Love and acceptance
<p>May 1, 2023</p>	<p>"DEBUNK DWARFISM STEREOTYPES</p> <ol style="list-style-type: none"> 1. Our Height Doesn't Define Us 2. We Are Equal 3. We Are Not Children 4. We Are Not All Entertainers (Clowns & Characters) 5. We Are Not Needy & Helpless 6. We Don't Only Marry Other Little People 7. We Don't All Know Each Other 8. We Don't All Look Alike 9. We Are Not Carbon Copies of One Another 10. We Are Not Always Happy <p>https://angelaivanetten.com/debunk-dwarfism.../... (c): Angela Van Etten</p>	<ul style="list-style-type: none"> ● Challenges stereotypes ● Emphasizes equality ● Individuality of people with dwarfism. 	<ul style="list-style-type: none"> ● Equality in Perception and Treatment

<p>April 20, 2023</p>	<p>"British Vogue's May 2023 covers celebrate a new vanguard of Disabled talent. First up, @TheSineadBurke. In an important essay, she underscores why nothing is more fashionable than inclusivity."</p>	<ul style="list-style-type: none"> ● Celebrates Participation of disabled talent in fashion industry ● Participation on a British magazine 	<ul style="list-style-type: none"> ● Inclusion of LP (modeling, fashion)
<p>February 4, 2023</p>	<p>"Philippine Daily Inquirer February 3, 2023 Lifestyle; Page C2</p> <p>Motivated to promote inclusivity and diversity in fashion, industry experts and student-artists from Benilde Fashion Design and Merchandising (FDM) conceptualized and created stylish ensembles and looks for little people (LP). Thank you, Philippine Daily Inquirer, for the feature!</p> <p>#BenildeFashionDesignandMerchandising #BenildeFDM #BenildeSchoolofEnvironmentandDesign #BenildeSED #AnimoBenilde"</p>	<ul style="list-style-type: none"> ● Incorporate diverse body types 	<ul style="list-style-type: none"> ● Inclusion of LP (modeling, fashion)

Table 2. Clustered Meaning of Inclusivity from different Facebook posts and shared videos of Little People and their means for social construction

Meaning of inclusivity		Means for social construction	
<ul style="list-style-type: none"> •Celebrate contributions to society meaning despite challenges and oppression, LPs still contributes to society and that will be celebrated •Overcoming challenges of society 	Focus and Attention	Attention to LPs (Contribution to society, overcoming social oppression)	Attention
<ul style="list-style-type: none"> •Focus of a celebration suggests that people with dwarfism matter. •Focus of a conference •Attention is given by the medical practitioners 		Attention to the LP (Celebration, medical concern)	
<ul style="list-style-type: none"> •Calling for celebration for people with dwarfism and their right to independence and equality. 		Attention to LPs (Contribution to society, overcoming social oppression)	
<ul style="list-style-type: none"> •Supporting dignity, rights, and well-being of persons with dwarfism means that it gives equal view and consideration to LPs 	Equal Access and Support	Equality in rights and considerations	Equality
<ul style="list-style-type: none"> •Equal access to education meaning equal distribution of learning resources •Equal provision of resources and support 		Equality of resources (Equal provision and distribution)	
<ul style="list-style-type: none"> •Access to medical health means inclusion to proper and over all medical care for LPs 			
<ul style="list-style-type: none"> •Challenges stereotypes •Emphasizes equality •Individuality of people with dwarfism 		Equality in Perception and Treatment	

Meaning of inclusivity		Means for social construction		
<ul style="list-style-type: none"> •Promotes understanding, respect, and proper terminology for people with dwarfism. 	<p>Society Acceptance and Participation</p>	<p>Society Acceptance</p>		
<ul style="list-style-type: none"> •Addressing the LPs and how to view their perspective correctly 		<p>Inclusion of LP (modeling, fashion)</p>		
<ul style="list-style-type: none"> •Celebrates Participation of disabled talent in fashion industry •Participation on a British magazine 		<p>Love and acceptance</p>		
<ul style="list-style-type: none"> •Incorporate diverse body types 		<p>Public Awareness and Acceptance</p> <p>Challenging social and physical barriers, promoting pride and awareness among people with dwarfism</p>		<p>Acceptance</p>
<ul style="list-style-type: none"> •Love and appreciation coupled with acceptance - A father's love 				
<ul style="list-style-type: none"> •Love and unwavering support starts from the love of the mother. •Advocating through multimedia the activities of the LPs help spread awareness of their issue and their goals and perspective 	<p>Advocacy and Public awareness</p>			

<p>•Commemorates that little people are not any different from other human beings and can also be capable of doing something great that focuses on the capacities not disabilities.</p>	<p>Equally Able and Capable</p>	<p>Empowerment, Equality, Ability</p>	<p>Equality</p>
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CHAPTER V

RESULTS AND DISCUSSION

The inclusivity of people with dwarfism, often overlooked or misunderstood, is a crucial aspect of fostering equality and respect within society. People with dwarfism face numerous challenges stemming from physical differences, societal stereotypes, and systemic barriers. Inclusive practices involve not only physical accommodations but also the recognition of diverse experiences and perspectives. To be inclusive is to strive for equality in such aspects as education, careers, and healthcare as well as the access to and participation in media and public spaces. It calls for the suppression of negative stereotypes and the encouragement of understanding of each other.

Inclusivity from the point of view of persons with dwarfism

Focus and Attention

Concentration and attunement are essential in promoting inclusiveness towards people with dwarfism or and different types of visibility and recognition that are fundamental to building and maintaining one's place and dignity in society. Public acknowledgment of the accomplishments of people with dwarfism bolsters them, works against societal notions, and informs the rest of the society about who they are and what they can do. On the other hand, bringing attention to the difficulties of people who are born with dwarfism will garner understanding and support from the larger population, which in turn will create passion for proper activism. Appropriate health care facilities and services reiterate how very essential it is to consider the uniqueness

of people with dwarfism. Arranging events and conferences on the other hand for the benefit of people with dwarfism also offers an avenue for the impartation of ideas and practice and thus enhances the inclusion and support of society.

In particular, Table 2 portrays how society embraces inclusivity by appreciating the input of people who are considered dwarf, which makes its examination worthwhile. Based on the analysis of the posts from the dedicated Facebook page, it is evident that, through the posts, the accomplishments of people with dwarfism are framed as a strong message to the society. Publicly acknowledging achievements of members of the society from stigmatized communities changes the society's perception towards such communities and helps end the stereotypes (Smith et al. 2020). This recognition especially strengthens the individual, the people with dwarfism, but also creates awareness among the society towards the positive narrative. In doing so, the society reiterates the need and significance of people with dwarfism emphasizing that every accomplishment of any person counts. It is part of a larger initiative to achieve well roundedness where appreciation of differences is encouraged.

Inclusivity calls for the societal focus on the issues of people with dwarfism and how they work to deal with them. It is often reported in the posts on this Facebook page that people with dwarfism are plagued by systemic barriers to access, as well as discrimination. Research has found that societies that are encouraged to pay attention to such issues tend to be more understanding and sympathetic, values that are very important in the promotion of inclusivity (Johnson, 2021). Therefore, it is also important to remember such times when individuals who experience dwarfism have overcome these barriers and those stories are often shared as a testament of strength and hope, supportive of the course to expect change from the systems. This study also indicates

that there is a need for the concern of the society, in order to address the mitigating the factors that make the social existence of a person with dwarfism different from other individuals.

Figure 1. BDLPP October 25th 2023 Facebook post in celebration of the International Dwarfism Awareness Day.



The October 25th date is presented as a very important day as it is International Dwarfism Awareness Day, which is a day set aside to inform people about the issues faced by people with dwarfism across the globe. It starts by addressing the day as a time for those with dwarfism and other supportive entities to stand in oneness. This

recognition paves way for the post's leading point, which in turn explains the social and physical challenges present for people with dwarfism in every sphere of their lives. The purpose of this recognition of such obstacles is to provide the context of the social injustice and discrimination that the dwarfism community continues to encounter, which they wish the readers to internalize.

Also, the posting stresses the need for solidarity within people with dwarfism and their supporters. As a result of a shared effort and advocacy, the society in question is trying to internalize and promote awareness and pride, going against the dominant social attitudes and stigma that tend to exclude people with dwarfism. That unity, in turn, is a trigger for motivation and action, enabling people to claim the right to self-agency and independence. In view of International Dwarfism Awareness Day events, the community intends to enhance its self-governance and fight for fairness in opportunities and treatment.

Equal Access and Support

Equal Access and Support are basic necessities to give way to an inclusive society for people with dwarfism with respect towards their fair treatment and proper provision for the required resources and assistance that ensures total participation in all undertakings. An efficient support system, through education accommodation, adaptation at the workplace, and self-growth support, has been of great help to people with dwarfism in crossing such hurdles and learning to be self-independent. Equal access to jobs, health care, and other social amenities ensures overall wellbeing of persons affected by dwarfism, hence welcoming all aspects of life into an individual's

possession: equal opportunities at work, healthy living, and social development among many others.

Table 2 indicates the ways in which society expresses its support towards the people with dwarfism. In the list of examples given under Table 1, it indicates ways persons support rights, dignity and well-being of the people with dwarfism. The way would be giving due consideration and respect to the people with dwarfism just like to others. It is related to the acceptance of inherent dignity and humanity. That means recognition of worth and humanity translates into just treatment in all walks of life, healthcare and employment status, or in social interactions.

Advocating policies for the protection of people with dwarfism from all forms and manner of discrimination and granting equal opportunities, and ensuring their well-being through particular health needs and access to appropriate medical care, form part of supporting their dignity and rights. Examples also include specific medical treatments that people with dwarfism require, which are different from the ones required by a person of average height. Through access to such individualized services, their different needs are respected and consequently stimulates their general welfare.

The dignity and rights of people with dwarfism also involve the realization of accessible and socially inclusive physical environments. This can include making public spaces, workplaces, and schools available to them; sometimes, this requires some change in infrastructure or supportive technology. Society acknowledges that it is their right to participate fully in all aspects of life without undue barriers.

Figure 2. A post congratulating the graduation of an LP captioned “Despite his small stature, he dreams big and proves that size does not define success.”



The Facebook page for people with dwarfism recently celebrated the graduation of Jedidiah Cargamento, posting images that also represent diversity. The images and text of the post cut various angles and attributes of congratulatory messages. It explains how such inclusivity is built and represented in this social media community of practice. It seeks to fight that enduring narrow view of dwarfism which

defines such persons as limited in what society can allow them to do through reference to achievements of Jedidiah. The post conveys a message of hope that greatness in life can most invariably be attained regardless of bodily size but rather the amount of effort, will, talent and passion a person has.

This representation on the Facebook page is especially important because it not only represents success for the specific group, but it also helps to bring change in the perception of the general society. That focus is on Jedidiah's success, which underlines that people with dwarfism are stakeholders in society who can and do thrive in a range of professions – and so should not be denied recognition and opportunity as other individuals. This portrayal is also helpful in reversing some of the effects that the negative stereotype brings about and, therefore, creating a more wholesome, diverse, and representative 'imaged' success.

That means the importance of this post is in advocating for equal access and support in society and beyond. In the post, the page brings awareness to how oppression limits the abilities of people with dwarfism and how everyone deserves equal rights and proper access in order to accomplish their goals, which are presented with certain important milestones. It points to the issue of knowledge and understanding other people with dwarfism and ensuring they are provided fair chances, services, and means that will help them grow.

In as much as the theme of equal access and support is concerned, the post supports the general theme of raising awareness and demand for recognition and support for persons with dwarfism. It promotes the culture of the belief that diversity means not only celebrating the accomplishments of people with dwarfism but also making sure they are facilitated so that they can accomplish everyone's dreams. This

entails lobbying for and supporting policies and measures against discrimination, equal access to resources, rights in education, employment, and various opportunities in life. All in all, the post about Jedidiah Cargamento demonstrates the further attempts to build an inclusive society. It stresses the necessity of focusing on the achievements of any person with dwarfism, on the creation of a favorable atmosphere, and on the need to be equal with other people.

Society Acceptance and Participation

Social Acceptance and Participation are aimed at providing a welcoming environment to people with dwarfism, where they can feel accepted and take active part in society. Media and educational campaigns assist in making the public aware of the issues and overcoming obstacles and stereotypes, and build an understanding of these issues. Promoting diversity in media and public spheres of people with dwarfism helps in changing the views of the public and in helping them accept these individuals. Promoting the involvement of persons with dwarfism in community activities as well as inclusive educational systems helps in enhancing integration and cohesion. These make it possible to foster an environment where LPs are included and appreciated pushing forward the spirit of inclusiveness in the society.

This aspect of inclusivity means recognizing and valuing the contributions of people with disabilities, including those with dwarfism, in all sectors of society, particularly in fields where they have historically been underrepresented or marginalized.

Intervention and inclusion of disabled talents in the fashion world, that is Table 2 deals with promotion, celebrating and appreciating work of models, fashion

designers and other professionals with disabilities. By doing so, the industry challenges traditional beauty standards and expands the definition of beauty to be more inclusive and representative of the diversity found in society. This visibility is crucial for fostering acceptance and breaking down stereotypes about what people with disabilities, including those with dwarfism, can achieve and how they should be perceived.

Figure 3. BDLPP April 21st 2023 Facebook post sharing the inclusion of Sinead Burke, a person that has dwarfism, in the British Vogue's May 2023 magazine issue



The post that British Vogue shared with Sinead Burke (Figure 3 above) reflects major changes that have taken place in relation to inclusivity and representation in the fashion and other industries. The caption accompanying the post serves as a nuanced introduction, framing Burke, an Irish writer and academic and disability activist, as a pivotal figure among a cohort of Disabled talent heralded by British Vogue's May 2023 covers. Through the selective use of language, such as "runaways to galleries, stadiums to television screen," the caption not only showcases the breadth of Burke's influence but also challenges traditional boundaries of visibility and success within the fashion world. By positioning her alongside other Disabled talents, British Vogue implicitly acknowledges the importance of diverse representation and amplifies Burke's impact as a catalyst for change. In addition, the mention of the "important essay" written by Burke, points to the existence of a more subtle concern, perhaps about addressing the issues of inclusion and accessibility in the fashion system. It offers an insight that is both appreciative and critical of the relationships between fashion, identity, and disability. The caption's line; 'nothing is more fashionable than inclusivity' summarizes the change that has occurred with regards to society's perception, whereby inclusivity is no longer viewed as a passing trend but rather as a core value in the current day fashion engagement.

Inclusive practices in the fashion world come in many different forms, including involving people with dwarfism and other forms of disability in ad campaigns, at fashion shows, and even on magazine covers. It's also about creating clothing lines and marketing them according to the need and preference of a person to make fashion accessible to anyone. This is not only empowering the disabled but also teaching the masses, bringing a change in the social attitude towards more acceptance and inclusion.

Celebrating disabled talent within the fashion world would prove that representation mattered most. To see, and to an extent have legitimized, their experiences, and aspirations, people with disabilities in media and the fashion world let them know in this heady message that they can fit squarely and firmly in these spaces and make success very much possible there. This inspires others when the model and designer share their disabilities in a great way. Letting others know that such possibilities exist and instill them with interest or the will to pursue their interests and dreams gives a sense of community and belonging.

Additionally, representation within the fashion realm spills over as a challenge and mechanism for altering cultural ideals and attitudes. By incorporating the talents of people with disabilities into its collections, the fashion industry sends a clear message that beauty and talent can be found in every shape and size, thus taking away stereotypes that have characterized disability in the past. Such engagement aids in the promotion of changes in attitudes, thereby helping society to create a more tolerant and appreciative view towards diversity. It further supports the conviction that there is nothing negative about disability; it is simply a mode of existence that is different and interacts with the environment in its own way. The effects of such representation are not confined to only those who can see themselves reflected in the media. It enlightens the general public as well whereby they help change the mindset of the society. Non-disabled individuals also celebrate the achievements of disabled models and designers, which further decreases the stigma attached to disability because it actually attempts to normalize such form of disability. This level of acceptance may also promote the extension of such inclusiveness to other spheres such as the workplaces, schools, and even service provision where very few or none with disabilities have existed, or such have been hostile to them.

Moreover, recognizing and appreciating disabled individuals' artistic abilities in the fashion industry should encourage other industries to do the same. Since the fashion industry creates trends that are borrowed by other sectors, even having differences in internal structure can promote inclusion in other sectors like film, publishing, and even sports. This variant can promote a more comprehensive inclusion policy in other areas of development increasing the significance of representation. At the same time, integrating handicapped individuals into the fashion industry increases the possibilities and opportunities. People with disabilities have specific viewpoints that could spur on creativity and creation. This sharp difference in thinking enhances the sector and brings about a more dynamic setting that is not anywhere near the average of the planet. The incorporation of such factors also changes the fashion industry in that it becomes encouraging and a more progressive one with countless measures in place for its improvement.

Summarizing, what the matter of disadvantage in the clothing industry is more than representation to be happy with their involvement and benefits. Everyone in the community has something to offer, and this is what it appreciates. It is the pleasure of differences and how diverse the new, rich is. This pleasure contributes toward building a better tomorrow's society, which appreciates and values every and each one's talents and abilities. This culture in an optimal society nourishes equal respect for every member of society, therefore allowing acceptance, understanding, and thus fairness to all people.

Advocacy and Public Awareness

These changes in society and perspective towards people with dwarfism and their needs and rights can be achieved only through Advocacy and Public Education. Advocacy campaigns are responsible for legislation and policy changes, including the

passage of access laws and the allocation of resources for services. Public awareness activities inform the public about the challenges as well as the contributions of people with dwarfism, thereby reducing discrimination and fostering acceptance. There are training programs aimed at motivating and empowering individuals with dwarfism so that they are able to speak for themselves. It is important to work with allies since they enhance the levels of advocacy and ensure that all the concerns of the dwarfism community are addressed. Through advocacy and awareness, society is able to create an enabling environment for persons with dwarfism to be self-driven, dignified and fully participate in all spheres of life.

It is important to note that advocacy and public awareness play a crucial role in defining inclusiveness to all, including people with dwarfism. Such measures extend the reach of people with dwarfism, making their stories relatable, and dispel negative stereotypes, because of the use of management social media, movies, blogs, and news articles. These requests allow the readers to present their personal experiences, achievements, defeats in order to encourage the international society. Multimedia advocacy not only raises awareness but also serves as an educational tool, informing the public about the specific issues people with dwarfism face, such as accessibility barriers and discrimination while advocating for policy changes to address these challenges. Public awareness campaigns, including public service announcements, educational programs, and community events, further promote acceptance and inclusivity by educating society about the lives and contributions of people with dwarfism. These efforts help shift public attitudes, reduce stigma, and generate support for legislative changes that protect people with dwarfism rights and promote inclusivity. By influencing policy and fostering a cultural shift towards greater acceptance, advocacy, and public awareness, efforts create a more inclusive

environment where people with dwarfism are respected and valued for their unique perspectives and abilities. Ultimately, these efforts pave the way for a more equitable society, enhancing the lives of people with dwarfism and enriching the community as a whole through the promotion of diversity and inclusivity.

Figure 4. BDLPP October 26th, 2023 Facebook post sharing a news outlet in the Philippines mentioning the celebration of dwarfism as well as advocating the presence of dwarfism.



Advocacy through several multimedia channels is an important factor in highlighting the challenges faced by people with dwarfism as well as their aspirations and viewpoints. The aids of different media, like social media, documentaries, blogs, news articles, help to give a voice to those affected by dwarfism and extend their

reach. This strategy aims at an increased public awareness of the issues that people with dwarfism face, such as the problems of access, prejudice, and health. By telling about their experiences, successes, and everyday lives, the multimedia advocacy encourages the audience to perceive people with dwarfism as people rather than statistics, eliminating ignorance, stereotypes, and encouraging kindness and assistance.

Equally Able and Capable

The concept of the theme of “Equally Able and capable” refers to ability and equity and focuses on the abilities and achievements of persons with disabilities especially the short stature people within this context. It also deals with prejudice by pointing out that disability does not mean inability. Contrary to such expectations, this concept calls attention to the fact that disabled people have their strengths and are capable of doing amazing things if only they were provided with needed support and setting. It demands a change in the attitude of other people in society and the embrace of the approach that all people, irrespective of their disabilities, should be judged through their capabilities and opportunities rather than their disabilities. This theme should help to reduce prejudice, increase people’s appreciation of each other, and provide them equal opportunities to succeed.

The figure below reveals how, in society, messages of encouragement and approval, especially of persons with dwarfism, are being sent across appropriate media, which focuses on their accomplishments and capabilities. It reports actions in relation to challenges and integration with a focus on the inspiring story of the first orthopedic surgeon suffering from dwarfism, Dr. Michael Ain. Table 2 also applies to

a general concern for the disabled and their successes, proving that people with disabilities can and are capable of achieving great success in niche industries.

Figure 5. A post for the first orthopedic surgeon with dwarfism



The Facebook post with the caption “An inspiration to the dwarfism community” shows how the theme Equally Able and Capable by depicting Dr. Michael Ain, the first ever orthopedic surgeon with dwarfism. As apprehensive as it began, the post constructs Dr. Ain as a symbol of possibility and resilience, proving that persons with dwarfism are, first and foremost, people who are capable of amazing things. The

following photo of Dr. Ain, together with a brief description of his story, undermines the typical prejudices regarding the competence of a person with dwarfism.

This post is relevant as it challenges and redesigns the social attitudes towards disability. Through their assimilation and sharing of Dr. Ain's success story, the posters aim at changing the perception of dwarfism within society so that the discredited minority that consists of persons with dwarfism can prove that they are capable of excelling in distinct niches of specialized professions. It aims to convey the idea that disability does not equal inability and that people with dwarfism are capable of achieving the same results as everyone.

Moreover, it is possible to highlight that the post touches upon the questions of disability and the inclusiveness of society in general. It demands more places for people with dwarfism and should work and be appreciated in every field of work and environment. By presenting the achievements of Dr. Ain, the post promotes a positive change to the notion of diversity and implies that every person, regardless of physical disability, is capable of success.

On top of affirming Dr. Ain's individual accomplishment, the post creates discourse and ponderance for participants beyond and inside the dwarfism world. It encourages the audience to question what they know about disability, as the post clearly shows that no matter one's handicap, one can accomplish great things. This story opens the door for discussions pertaining to hope and endurance, as disabled people can do extraordinary things in spite of overwhelming adversities.

It means accessibility, policies, and norms which provide equal opportunities to everybody in the society. Through such discussion with the viewers, the post

familiarizes people with the work that needs to be done in order to build a society that will support everyone.

The fact that social media platforms allow users to engage others through posts makes the impact of the post even bigger. By invitation to comment and the use of the like and share buttons, the viewers are engaged as they help in sharing Dr. Ain's story. This collective engagement fosters a sense of unity among the members of the dwarfism community and also helps establish relationships with other social movements fighting for equity and inclusion. By reflecting on certain stereotypes and encouraging people to pay more attention to diversity, the post helps to make society better, enabling the belief in the capability of everyone, no matter how they look.

Means for the social construction of inclusivity in the digital space

Through multimedia advocacy, people with dwarfism can effectively share their perspectives and highlight the importance of inclusivity and equal rights. By utilizing various platforms, they can reach and educate a broad audience. This form of advocacy plays a crucial role in raising awareness about the unique needs and valuable contributions of people with dwarfism, helping to foster a more informed and empathetic society.

Social Media Campaigns: Social media platforms like Facebook, Twitter, Instagram, and TikTok enable people with dwarfism and advocacy groups to disseminate information rapidly and widely. These campaigns can use hashtags, viral challenges, infographics, and personal stories to engage a diverse audience globally. For instance, a campaign could feature a series of posts detailing daily challenges faced by people with dwarfism, coupled with calls to action encouraging followers to support specific policies or initiatives. The interactive nature of social media allows for immediate feedback and engagement, creating a dynamic dialogue that raises awareness and fosters a sense of community.

Documentaries and News Segments: Long-form storytelling mediums like documentaries and in-depth news segments give excellent insights into the lives of people with dwarfism. By providing a platform for people with dwarfism to share their stories in detail, these formats can build deep emotional connections with viewers. Documentaries can cover various aspects of people with dwarfism's lives, from personal achievements to systemic challenges, offering a comprehensive view of their experiences. News segments can highlight current issues facing the people with dwarfism community, bringing these topics into mainstream discourse and prompting broader societal discussions.

Blogs and Articles: Written content in the form of blogs and articles allows people with dwarfism to articulate their experiences, opinions, and advocacy goals in their own words. These pieces can be published on personal blogs, organizational websites, or through media outlets, reaching different audiences. Blogs and articles provide a platform for detailed analysis and personal reflection, enabling people with dwarfism to advocate for policy changes and share their vision for a more inclusive society. This written advocacy not only educates readers but also serves as a historical record of the ongoing struggles and achievements of the people with dwarfism community.

Podcasts and Webinars: Audio and video-based content, such as podcasts and webinars, provide additional avenues for advocacy and education. These formats allow people with dwarfism to discuss complex topics in a conversational manner, making the information accessible and engaging. Webinars can bring together experts, advocates, and community members to discuss issues in real time, facilitating interactive learning and networking opportunities. Podcasts can reach audiences who prefer listening to content during their daily routines, expanding the reach of advocacy efforts.

Public Awareness and Systemic Change: By leveraging the power of multimedia, advocacy efforts can significantly impact public awareness and drive systemic change. Effective multimedia advocacy educates the public on the specific needs of people with dwarfism, such as accessible infrastructure, specialized medical care, and anti-discrimination laws. It also highlights the contributions of people with dwarfism to various fields, countering stereotypes and promoting a more inclusive narrative. As public awareness grows, there is greater support for policy changes and initiatives that benefit the people in the dwarfism community. This can lead to tangible

improvements in areas like education, healthcare, employment, and public accessibility, ultimately creating a more equitable society.

DISCUSSION

The shared meaning of inclusivity among people with dwarfism, as constructed on digital public spaces such as social media, revolves around the themes of Focus and Attention, Equal Access and Support, Society Acceptance and Participation, Advocacy and Public Awareness, and Equally Able and Capable.

• **What is the shared meaning of inclusivity among people with dwarfism as constructed in a digital public space?**

Focus and Attention. The results of this study show that inclusivity relates to the importance of focus and attention. Online spaces recognize the achievements of people with dwarfism, challenge stereotypes, and educate the community about what they are capable of, nurturing a sense of community and respect within society.

Equal Access and Support. The findings of this study point out the importance of fair treatment and the required resources for complete participation. Inclusivity involves advocating anti-discrimination policies, accessible infrastructure, and targeted support systems, which help people with dwarfism deal with their issues and prosper.

Society Acceptance and Participation. Inclusivity also means integrating people with dwarfism into social activities and promoting active contribution. Digital platforms increase public awareness, challenge misconceptions, and advance cultural representation, which helps build community relations and acceptance.

Advocacy and Public Awareness. Progressing society requires the importance of advocacy. Digital media increases the volume of voices from people with dwarfism, educates the public about their obstacles, and supports policy reforms that can create an environment where they experience empowerment, respect, and total inclusion in all aspects of life.

Equally Able and Capable. The results of this study illustrate that disability does not imply inability. Engaging in inclusivity means celebrating the strengths and achievements of people with dwarfism, presenting their potential, and advocating for a societal change that esteems their contributions at par with others.

● **What are the means for social construction of inclusivity in the digital space?**

Inclusivity for people with dwarfism is socially constructed on their social media page through continuous engagement on digital platforms that highlights the importance of Focus and Attention, Equal Access and Support, Society Acceptance, and Participation. As shown in Tables 1 and 2, excerpts from the specific themes and meanings of inclusivity are constructed on the digital platform.

Focus and Attention are constructed through posts that emphasize celebrating people with dwarfism achievements and addressing their unique challenges. By sharing success stories and highlighting obstacles like accessibility issues and discrimination, the study concluded that these posts promote a deeper understanding and empathy among the public. The attention to specialized medical care and tailored support systems shows a commitment to meeting the specific needs of people with dwarfism. Through such focused attention, people with dwarfism are seen as valuable contributors to society, and their visibility is increased.

Equal Access and Support for People with dwarfism, as shown by the result of this study, is that equality and support are socially constructed through advocacy for inclusive policies and resource accessibility. Social media posts frequently call for anti-discrimination laws and accessible infrastructure, underscoring that people with dwarfism should have equal opportunities. The emphasis on solid support systems, including educational accommodations and workplace adjustments, is highlighted as essential for assisting people with dwarfism in overcoming challenges. Ensuring equal access to education is a recurring theme, with posts advocating for the fair distribution of learning resources and the elimination of barriers.

Society Acceptance and Participation. Campaigns based on multimedia enable people with dwarfism to involve the public, stimulating acceptance and engagement actively. Posts filled with information on community gatherings, partnership initiatives, or requests for inclusive practices stimulate social engagement and stress the significance of people with dwarfism as significant social contributors. This encourages a feeling of connection, prompting people with dwarfism and their supporters to champion inclusive strategies in various sites, including workplaces and schools.

CHAPTER VI

RESEARCH SUMMARY, CONCLUSION, AND RECOMMENDATIONS

RESEARCH SUMMARY

The exploration of inclusivity for people with dwarfism within digital public spaces, specifically on the social media platform - Facebook, reveals a comprehensive understanding of how inclusivity is constructed and communicated. This summary synthesizes the critical themes of Focus and Attention, Equal Access and Support, Society Acceptance and Participation, Advocacy, and Public Awareness, and Equally Able and Capable, addressing the shared meaning of inclusivity among people with dwarfism and how it is socially constructed through social media.

Shared Meaning of Inclusivity Among People with Dwarfism

The shared meaning of inclusivity among people with dwarfism, as seen on social media, is multi-dimensional, emphasizing visibility, recognition, equitable treatment, and active engagement in society. Inclusivity for people with dwarfism means celebrating their achievements and contributions, addressing their specific challenges, ensuring equal access to resources, and fostering a culture of acceptance and support.

Focus and Attention

Focus and Attention are critical for promoting the visibility and recognition of people with dwarfism. Social media posts that celebrate the achievements of people

with dwarfism challenge societal stereotypes and educate the public about their capabilities. Highlighting specific challenges, such as accessibility issues and discrimination, fosters empathy and support from the broader community. Additionally, posts emphasizing specialized medical care and tailored support systems ensure that the unique needs of people with dwarfism are met, enhancing their overall well-being. Events and conferences provide platforms for people with dwarfism to share experiences and knowledge, fostering a sense of community and empowerment. Through focused attention, people with dwarfism are recognized as valuable members of society.

Equal Access and Support

Equal Access and Support are foundational for creating an inclusive environment for people with dwarfism. Social media narratives stress the importance of equitable treatment and access to resources. Advocacy for inclusive policies, such as anti-discrimination laws and accessible infrastructure, ensures that people with dwarfism have the same opportunities as others. Strong support systems, including educational accommodations and workplace adjustments, help people with dwarfism navigate challenges and foster independence. Ensuring equal access to education through the fair distribution of learning resources and the removal of barriers is critical for people with dwarfism's development and success. Inclusive education systems and support services, including specialized healthcare, promote overall well-being and integration. By providing equality and support, society ensures that people with dwarfism can participate fully and thrive.

Society Acceptance and Participation

Society Acceptance and Participation focus on integrating people with dwarfism into all aspects of social life, promoting a culture of acceptance and active engagement. Public awareness campaigns, cultural representation, and community engagement are vital strategies highlighted on social media. Raising awareness through media and educational programs challenges misconceptions and promotes understanding. Ensuring that people with dwarfism are represented in media and public life shifts public perceptions and fosters acceptance. Encouraging people with dwarfism to participate in community activities and inclusive education systems builds relationships and promotes integration. These efforts create environments where people with dwarfism are accepted and valued members of society, contributing to a more inclusive culture and enriching community life.

Advocacy and Public Awareness

Advocacy and Public Awareness are crucial for driving societal change and ensuring the needs and rights of people with dwarfism are recognized and addressed. Advocacy through multimedia platforms amplifies the voices of people with dwarfism, humanizing their experiences and breaking down stereotypes. Public awareness campaigns educate society about the challenges and contributions of people with dwarfism, promoting acceptance and inclusivity. Advocacy efforts influence policy changes, such as accessibility standards and anti-discrimination laws, creating a more equitable environment. Empowerment programs equip people with dwarfism with advocacy skills, enabling them to voice their concerns effectively. Collaboration with allies strengthens advocacy efforts, ensuring comprehensive support for people with

dwarfism. Through these efforts, society becomes more educated, supportive, and inclusive, fostering a culture that values diversity and promotes equity.

Equally Able and Capable

Equally Able and Capable advocacy calls for change in regard to the concept of disability. This underlines the fact that everyone should be given an equal chance to attain success in their chosen fields and be granted equal rights regardless of their race, color, and background, as this will make the community more understanding of one another. The social media platform augments it because it invites such an aggressively significant response, one that prompts people to engage with issues of diversity, capability, and organizational reform on the road to a fairer society.

CONCLUSION

The analysis of the posts made by the Facebook Page Administrator represent a shared meaning within the community in the digital space and it encompasses visibility, celebration of achievements and contributions, ensuring equal access to resources, societal recognition and engagement, equal views of the capacity and ability, and fostering a culture that values diversity and promotes equity. The themes are communicated through continuous engagement on the digital platform, shaping a more inclusive and supportive society for people with dwarfism. By addressing the themes society can create an environment where people with dwarfism are recognized, supported, and fully integrated into all aspects of life.

Focus and Attention highlight the need to celebrate achievements and address specific challenges faced by people with dwarfism, fostering empathy and support from society. **Equal Access and Support** stress the importance of equitable treatment and access to resources, ensuring that people with dwarfism can fully participate and thrive in all aspects of life. **Society Acceptance and Participation** focus on integrating people with dwarfism into social life, promoting a culture of acceptance and engagement that values their contributions. **Advocacy and public awareness** drive societal change by amplifying the voices of people with dwarfism, educating the public, and influencing policy to create a more equitable environment. **Equally Able and Capable** advocate for equal views of the capacity of people with dwarfism and other similar disabilities. It promotes awareness that disability does not equal inability and that all human beings have equal opportunities.

The digital platform facilitates a deeper understanding of the shared meaning and social construction of inclusivity among people with dwarfism, which may be difficult to achieve in non-digital spaces.

RECOMMENDATION

Based on the comprehensive analysis of inclusivity for people with dwarfism as constructed in digital public spaces, the following recommendations are proposed to further enhance inclusivity and support for people with dwarfism in society:

1. Enhanced Media Representation

- Action: Increase the representation of people with dwarfism in mainstream media, including television shows, movies, news programs, and advertisements.
- Rationale: Greater visibility can help challenge stereotypes and foster acceptance by normalizing the presence of people with dwarfism in various aspects of life.

2. Education and Training

- Action: Implement educational programs and training sessions in schools, workplaces, and community organizations to raise awareness about the challenges and capabilities of people with dwarfism.
- Rationale: Educating the public from a young age can promote understanding and empathy, leading to more inclusive behaviors and attitudes.

3. Policy Advocacy

- Action: Advocate for the creation and enforcement of policies that ensure accessibility, non-discrimination, and equal opportunities for people with dwarfism.

- Rationale: Legislative support is crucial for creating systemic changes that protect the rights and promote the well-being of people with dwarfism.

4. Community Engagement

- Action: Organize community events, workshops, and conferences that focus on the experiences and contributions of people with dwarfism.
- Rationale: These events provide platforms for people with dwarfism to share their stories, foster community support, and promote a sense of belonging.

5. Social Media (Facebook)

- Action: Leverage the platform to launch campaigns that highlight the achievements, challenges, and perspectives of people with dwarfism.
- Rationale: Social media is a powerful tool for reaching a broad audience and can effectively raise awareness and drive public support for inclusivity.

6. Publish an article

- Action: Use the data gathered from the study to publish an article that summarizes the findings of the study in a non-academic format.
- Rationale: This will provide a simplified output that can be posted so that more people would be able to access the results of the study, thus contributing to spreading awareness.

7. Research and Data Collection

- Action: Conduct ongoing research to gather data on the experiences of people with dwarfism and the effectiveness of inclusivity initiatives.

- Rationale: Data-driven approaches can help identify gaps, measure progress, and inform future strategies for promoting inclusivity.

8. Future Study

- Action: Engage in a rhetorical analysis of posts that present people with dwarfism achievements.
- Rationale: This will provide information about successful approaches to improve communication and promote increased audience engagement along with more robust support for inclusivity.

The study underscores the necessity of a holistic approach that addresses visibility, support, acceptance, and advocacy. By fostering a more inclusive and supportive society, it hopes not only to improve the lives of people with dwarfism but also to enrich the communities by embracing diversity and promoting equity. This comprehensive approach ensures that people with dwarfism are recognized, respected, and fully integrated into all aspects of social life, paving the way for a more inclusive future for all.

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APPENDICES

March 12, 2024

Big Dreams for Little People, Inc.

Dear Big Dreams for Little People Team,

I hope this letter finds you well. My name is Jory Pineda, and I am currently pursuing my Masters in Development Communication at the University of the Philippines Open University. I am writing to request permission to use your organization's Facebook page as a primary source for my thesis entitled *The Social Construction of Inclusivity on a Digital Platform: An Analysis of a Facebook Page for People with Dwarfism*.

My research aims to explore how digital platforms, such as Facebook, facilitate and shape inclusivity within communities, particularly focusing on people with dwarfism. Your page, Big Dreams for Little People, Inc., has been instrumental in providing a supportive and empowering space for individuals with dwarfism, and I believe it offers valuable insights into the social dynamics and constructions of inclusivity within this community.

To support my analysis, I would like to use content from your Facebook page, including posts, comments, and interactions, as part of my research data. I assure you that all data will be anonymized and used solely for academic purposes. Additionally, I will ensure that any findings are presented respectfully and ethically, acknowledging the importance of your organization's work and the privacy of your community members.

If you grant permission, please let me know if there are any specific guidelines or conditions you would like me to follow while using your page's content. I would be happy to discuss any concerns you may have and provide further details about my research if needed.

Thank you very much for considering my request. I look forward to the possibility of incorporating your page into my research and contributing to a better understanding of inclusivity in digital spaces.

Warm regards,

JORY A. PINEDA



Big Dreams for Little People

"Stand tall and break the wall for little people"

Facebook: fb.com/BDLP.Phil2017

Instagram: [@bdlp.phil2017](https://instagram.com/bdlp.phil2017)

Email: lp.phil2017@gmail.com

March 13, 2024

JORY A. PINEDA

University of the Philippines Open University
Los Banos, Laguna

Dear Mr. Pineda,

Thank you for reaching out and for your interest in using our Facebook page for your thesis, *The Social Construction of Inclusivity on a Digital Platform: An Analysis of a Facebook Page for People with Dwarfism*. On behalf of the organization, we are pleased to grant you permission to use our page as a subject for your research.

We appreciate your commitment to handling our content with respect and sensitivity. Please ensure that all data is anonymized and used exclusively for academic purposes, as mentioned in your initial request. If you need any specific details or have further questions as you proceed with your research, feel free to reach out to us.

We wish you the best of luck with your thesis and hope that your research brings valuable insights into the social dynamics of inclusivity within digital spaces.

Warm regards,

MARIA GLORIAN B. TOMEN

Founding Member/President, Big Dreams for Little People, Inc.