

Clinical and Applied Sociology

SR 950 Clinical and Applied Sociology

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Omega (OGS) Graduate School

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Professor

Dr. Joshua Reichard

## Instructions Page

### Assignment #1 – Core Essential Elements

Select One (1) Core Essential Element from the Syllabus Outline: Applied Sociology and Sociological Practice

Key words: Equity from the start, ecological validity, behavioral experiment, nudging and boosting holistic change, value equity disclosure, sustainable innovation, forgiveness, trauma, depression, stigmas, masculinity.

Title - Masculine Barrier-Free Equity with Empathy A New Global Agenda.

Key Words: Equity from the start, ecological validity, and behavioral experiment, nudging and boosting wholistic change, value equity disclosure, sustainable innovation, forgiveness, trauma, depression, stigmas, masculinity.

- a. Weekend Residency: Create a 350 – word original discussion paper (with cited sources) during the week of the residency. Be prepared to discuss and engage with other students during the live sessions. Post this document in DIAL.
- b. Professor will check for the quality of content and word-count requirements. Grade assigned will be Credit or No Credit (CR/NC)

## Essay 350 Words Double spaced

In today's organizations, leadership style and professional knowledge significantly impact the well-being of employees and the sustainability of work environments. The built environment, shaped largely by masculine-driven social factors, can either facilitate or hinder wellness, equity, and social justice. Sociological research provides the foundation to advanced social change by addressing systemic barriers, toxic masculinity, and unconscious biases that perpetuate workplace stigmas and mental health struggles.

This essay explores how leadership, particularly transformational leadership, can drive sustainable workplace system process and practices, foster equity, and dismantle social stigmas by evaluation and noting gap assessment. Applying sociological practice and behavioral experiments such as nudging and boosting wholistic change can encourage pro-environmental behaviors and long-term employee engagement.

### The Role of Leadership in Workplace Equity

Leadership in workforce management, particularly within the Department of Defense and other uniformed services agencies, often relies on ridged hierarchical structures that may unintentionally reinforce social stigmas and workplace tensions. Research indicates that abusive leadership can negatively impact sustainable performance, eroding employee commitment, and job satisfaction. Sustainable leadership and Green Human Resource Management (GHRM) Principles emphasize ecological validity and value-equity disclosure, ensuring that equity begins at the start of professional careers rather than as an afterthought.

Furthermore, human resources management practices significantly affect employee turnover. When organizations prioritize equity, emotional intelligence, and open pre issued and presented agenda driven communication, employees experience increased job satisfaction and reduced attrition rates. Conversely, employee silence – often a response to toxic masculinity and fear of reprisal- correlates with low morale and disengagement.

### Overcoming Stigmas and Advancing Social Change

Factors related to masculinity and self-stigma, as explored by Arthur S.M. Pryor, highlight how traditional gender norms discourage men from seeking help, exacerbating depression, trauma, and workplace stress. Encouraging a forgiveness-based empathetic vulnerable-based leadership model that integrates emotional intelligence, behavioral interventions, and sustainable innovation can break these cycles. A global movement beyond the social determinants of health commission is required to create enduring interventions that prioritize holistic well-being. Work with individuals, families, organizations and communities design of outdoor spaces and sidewalks or cycle walks

Sociological research applied through clinical and applied sociology offers a strategic approach to problem-solving. This involves:

1. Communication and relationship-building within organizations to foster inclusion.
2. Intervention design and implementation that addresses unconscious biases' and builds equitable workplace policies.

3. Justice-driven decision-making ensuring that marginalized groups are not excluded from leadership pipelines.
4. Learning from diverse perspectives, incorporating faith-based approaches where relevant, to reshape professional environments that transform organizations, regularly management officials and all factors of the built-environments.

To build a masculine barrier-free environment that embraces empathy and sustainable leadership, organizations must move beyond rigid corporate structures. Implementing transformational leadership, fostering psychological safety, and integrating applied sociology can dismantle oppressive workplace norms. By embedding equity from the start, nudging behavior towards holistic change, and ensuring value-equity disclosures, we can create sustainable, inclusive workplaces where employees thrive free of trauma, depression, and social stigmas.

The movement towards a masculine barrier-free environment seeks to develop equity and empathy, a counter-perspective suggest that an entirely barrier-free model may overlook practical considerations in leadership, workforce efficiency, and organizational hierarchy. Instead of eliminating structures associated with masculinity, organizations should focus on balanced, inclusive leadership that incorporates both masculine and feminine capability qualifiers. This approach ensures equity while maintain efficiency, effectiveness, responsiveness, accountability, responsibility, and structured decision-making with performance processes ratings.

## Understand the Role of Masculine Leadership in Stability

Masculine leadership traits such as decisiveness, risk-taking, and structured hierarchy have historically played a crucial role in organizational stability and efficiency. Behavioral experiments indicate that ecological validity ensuring that interventions align with real-world settings-is essential for effective change management. Removing masculine structures entirely could lead to unintended consequences such as decreased accountability, fragmented leadership, and slower decision-making process, no positioning for other genders career advancement.

Two solutions may be considered to balance the leadership manager approach conclusion. Rather than eliminating masculinity, organizations should maintain the malefactor but nudge and boost holistic change by integrating both traditionally masculine and feminine leadership alignment and valuing each natural effective to the bottom-line qualities, For example:

Encouraging mentorship programs that allow different leadership styles to coexist and evolve.

Developing hybrid leadership models that promote structured decision-making while embedding emotional intelligence and inclusivity both socially and professionally.

Applying value equity disclosure, ensuring transparency in leadership selection without dismissing leadership qualities that have historically contributed to organizational success and colleague synergy with environmental safety.

This approach acknowledges the benefits of masculine leadership structures while actively promoting equity from the start rather than forcing an abrupt cultural shift that may cause resistance or inefficiencies in work product, time and attendance and professional participation.

Secondly, sustainable innovation through cultural adaptation by the regular management official who is typically male, according to Bureau of Labor Statistics recent data, approximately 65.5% of the professional workforce in the United States is male, meaning that men make up the majority of the professional workforce. In the July 28, 2023 and in 2022, 67.9 percent of men ages 25 and older were employed, compared with 55.4 percent of women.

Sustainable innovation requires gradual, adaptable implementation rather than an immediate overhaul of traditional structures. Organizations should:

Use behavioral assessments to note risk and address weaknesses for efficacy of new leader or manager to be exposed to helpful models before widespread implementation.

Address trauma and stigmas through targeted interventions rather than compete systemic removal of existing workplace frameworks.

Implement empathy-based forgiveness conflict response resolution tactics to maintain harmony between different leadership ideologies, preventing division between those advocating for change and those upholding traditional structures.

A masculine barrier-free environment may aim for inclusivity, but a balanced leadership approach provides a more sustainable and programmatic solution. By incorporating ecological validity, nudging behavioral change, and value equity disclosure, organizations can achieve holistic, inclusive workplaces without compromising structural efficiency or policy change. True

transformation requires integrating the best and applicable aspects of both masculine and feminine leadership needs for the organizations responsiveness, to intentionally allow for an environment where inclusive policy driven equity is not just a goal but a naturally occurring outcome, required to advance professional labor force social change.

The path forward requires empathy with empathy and forgiveness as a core leadership or manager competency, ensuring that leadership managers transition from merely authoritative to genuinely transformative authenticity. A new global agenda must be formalized to prioritize wellness, forgiveness, and psychological safety will not only sustain organizations but all gain contributes to broader societal healing through organizations or workplace systems in built-environments.



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