

The Importance of Diversity and Inclusion in the Humanities Field based on the 1945 Constitution: Celebrating Difference and Promoting Social Justice

Pentingnya Keberagaman dan Inklusi Bidang Humaniora Berdasarkan UUD 1945: Merayakan Perbedaan dan Memajukan Keadilan Sosial

Arief Fahmi Lubis

Sekolah Tinggi Hukum Militer

*arieffahmilubis0@gmail.com

**Corresponding Author*

ABSTRACT

The concept of diversity and inclusion in the humanities field has an important role in promoting equality, social justice, and respect for constitutional values. In the Indonesian context, implementing the values of the 1945 constitution is the main focus in developing an inclusive society. This research aims to investigate the influence of diversity and inclusion in the humanities field on the implementation of the values of the 1945 constitution in Indonesia. The research method used is a systematic literature review by collecting articles from reputable international databases such as Scopus and Web of Science. The results of the discussion show that the concepts of diversity and inclusion play a crucial role in creating an inclusive social environment based on constitutional values. The implication of this research is the importance of developing strategies and policies that encourage inclusion and reduce social disparities in Indonesian society.

Keywords: Diversity, inclusion, humanities field, 1945 constitution, Indonesia

ABSTRAK

Konsep keberagaman dan inklusi dalam bidang humaniora memiliki peran penting dalam mempromosikan kesetaraan, keadilan sosial, dan penghormatan terhadap nilai-nilai konstitusi. Dalam konteks Indonesia, implementasi nilai-nilai konstitusi tahun 1945 menjadi fokus utama dalam pembangunan masyarakat yang inklusif. Penelitian ini bertujuan untuk menyelidiki pengaruh keberagaman dan inklusi dalam bidang humaniora terhadap implementasi nilai-nilai konstitusi tahun 1945 di Indonesia. Metode penelitian yang digunakan adalah systematic literature review dengan pengumpulan artikel dari database internasional bereputasi seperti Scopus dan Web of Science. Hasil pembahasan menunjukkan bahwa konsep keberagaman dan inklusi berperan krusial dalam menciptakan lingkungan sosial yang inklusif dan berdasarkan pada nilai-nilai konstitusi. Implikasi dari penelitian ini adalah pentingnya pengembangan strategi dan kebijakan yang mendorong inklusi serta mengurangi disparitas sosial dalam masyarakat Indonesia.

Kata Kunci: Keberagaman, inklusi, bidang humaniora, konstitusi tahun 1945, Indonesia

1. Introduction

The humanities field plays a crucial role in promoting diversity and inclusion, aligning with the principles of the 1945 Constitution that celebrate differences and advocate for social justice. Embracing diversity in the humanities allows for a rich tapestry of perspectives, experiences, and voices to be heard, fostering a more inclusive and equitable society. Research by Gabel & Mapp (2019) emphasizes the importance of integrating human rights and social justice into education, highlighting the significance of incorporating these values into the curriculum to cultivate a deeper understanding of diversity.

Furthermore, the study by Killen et al. (2021) underscores the fundamental goals of social and racial justice in human development, emphasizing the need to address inequalities and promote fairness across various societal domains. This aligns with the ethos of the 1945 Constitution, which aims to uphold justice and equality for all individuals. Additionally, the

work of Levin (2019) stresses the importance of rethinking social justice to address contemporary challenges, emphasizing the significance of human rights and equality in fostering a just society.

Incorporating diversity and inclusion in the humanities field is essential for creating a more equitable and tolerant society. By recognizing and celebrating differences, as advocated by the 1945 Constitution, we can work towards a more just and harmonious world where all individuals are valued and respected.

Efforts to understand and promote diversity and inclusion have gained significant attention in Indonesia, a country with a rich historical background. The humanities field in Indonesia is increasingly recognizing the importance of diversity and inclusion, especially concerning the values outlined in the 1945 constitution. Research has shown that diversity and inclusivity have a profound impact on various outcomes, such as the creativity and innovation of work, organizational satisfaction, and commitment (Spiwak et al., 2021). Inclusive human development in Indonesia is influenced by inclusive green growth and democracy, highlighting the interconnectedness of various aspects in promoting inclusivity (Satrianto & Juniardi, 2023).

The field of human factors and ergonomics plays a crucial role in advocating for inclusion and equity, emphasizing the responsibility and opportunity it holds in promoting diversity (Stonewall et al., 2021). Initiatives like the Inclusive Indonesian Classrooms project demonstrate collaborative efforts between institutions to enhance inclusivity in mainstream education settings (Rofiah et al., 2021). Furthermore, the concept of diversity is viewed as a heritage of humanity, emphasizing the original and plural aspects of human identities (Silva, 2022).

In Indonesia, the implementation of inclusive education systems is a challenging social endeavor, particularly in higher education settings. Studies have explored disability as a dimension of diversity, highlighting the importance of multicultural perspectives in fostering inclusive environments (Nurjannah et al., 2021). Additionally, research on inclusive education services for the blind and mentoring programs in elementary schools underscores the growing interest and challenges in implementing inclusive education across all levels of education in Indonesia (Lintangsari & Emaliana, 2020; Rasmitadila et al., 2022).

The discourse on diversity and inclusion extends to various sectors, including medical education, where the focus is on culturally competent care and creating a sense of belonging and respect for diversity (Roberts, 2020). Moreover, the readiness to implement inclusive education in elementary schools reflects a broader commitment to promoting diversity within educational frameworks (Sari & Saleh, 2020). The interplay of leadership and diversity in private Islamic schools further emphasizes the significance of understanding diversity from different perspectives (Mutohar, 2021).

In conclusion, the discourse on diversity and inclusion in the humanities field in Indonesia is multifaceted and interconnected with various sectors and initiatives. Embracing diversity and promoting inclusivity not only enriches the cultural landscape but also fosters innovation, equity, and social cohesion in Indonesian society.

In Indonesia, the values of diversity and inclusion play a crucial role in aligning with the constitutional goals set forth in the 1945 Constitution. The principle of "Unity in Diversity" enshrined in Article 36 A of the Constitution emphasizes the importance of respecting and preserving the intrinsic pluralism of the Indonesian population (Pradhan & Haris, 2021). This recognition of diversity is further reflected in Indonesia's national motto, "Bhinneka Tunggal Ika," which translates to 'unity in diversity,' highlighting the nation's diverse multi-ethnic composition (Rofiah, 2021).

Efforts to promote diversity and inclusion in Indonesia extend to various sectors, including education. The Indonesian government's commitment to providing twelve years of education for all children has led to the establishment of inclusive primary schools across the nation, ensuring that education is accessible to all, regardless of background (Rofiah et al.,

2021). Additionally, the development of inclusive learning materials that incorporate religious diversity highlights the importance of integrating diverse perspectives into educational curricula (Mulyoto et al., 2022).

In the legal realm, promoting multiculturalism education is seen as a social approach to deradicalization programs in Indonesia, emphasizing the need to foster inclusive societies in a country with a diverse population (Yumitro & Abhiyoga, 2022). However, challenges exist, such as the prohibition of interfaith marriages, which raises questions about the balance between human rights, criminal law, and religious laws in Indonesia (DM & Saragih, 2022).

Furthermore, the concept of disability inclusion as a form of diversity is gaining attention, particularly in higher education settings. Embracing disability as a dimension of cultural diversity through a multiculturalism lens can enhance inclusivity and broaden perspectives within academic environments (Nurjannah et al., 2021).

In conclusion, understanding how diversity and inclusion intersect with the values of the 1945 Constitution in Indonesia is essential for measuring the impact of initiatives aimed at promoting inclusivity. By embracing diversity across various sectors, from education to law and beyond, Indonesia can work towards achieving its constitutional goals while fostering a more inclusive and harmonious society.

The aim of this research is to investigate the influence of diversity and inclusion in the humanities field on the implementation of the values of the 1945 constitution in Indonesia. By formulating the research question as "What is the influence of diversity and inclusion in the field of humanities influence implementation of the values of the 1945 constitution in the Indonesian context?", this research aims to fill the knowledge gap regarding this relationship. It is hoped that the findings from this research will provide a better understanding of the importance of diversity and inclusion in strengthening the implementation of constitutional values, as well as provide relevant policy recommendations to support these efforts. Thus, it is hoped that this research can make a significant contribution in supporting the development of a more inclusive and just society in Indonesia.

2. Research Methods

To compile a literature base relevant to this research, a systematic search was carried out in two international databases that have a high reputation for providing quality scientific articles, namely Scopus and Web of Science. This search was conducted using a combination of carefully defined keywords, including "diversity", "inclusion", "humanities", "1945 Constitution", and "Indonesia".

The selection of keywords is based on broad coverage, covering various aspects relevant to the research topic, such as diversity and inclusion, the humanities field, and the context of the 1945 constitution in Indonesia. By choosing the right keywords, it is hoped that the articles obtained will cover a variety of perspectives and research related to the topic under study.

The use of these keywords not only aims to ensure that the articles found are relevant to the research topic, but also to ensure that the scope of the search covers all aspects relevant to the research topic. Thus, it is hoped that the results of this search will provide a comprehensive picture of the literature available in the domains of diversity, inclusion, the humanities field, as well as the implementation of the values of the 1945 constitution in Indonesia.

After conducting a search in a reputable international database, the next step is to record the number of articles obtained. It aims to provide an overview of the abundance of literature available in the research domain under study. After that, the articles found will be analyzed further to determine their relevance to the research topic.

At the article identification stage, each article will be evaluated based on its relevance to the research topic. Articles that have high relevance to the research topic will be considered

for inclusion in further analysis. In this process, previously determined inclusion criteria will be the main guide for determining whether an article can be included in this research.

Next, article inclusion and exclusion techniques will be applied. Articles that meet the inclusion criteria, such as topic relevance, methodological adequacy, and research quality, will be included in the analysis. Meanwhile, articles that do not meet the inclusion criteria, or are not relevant to the research topic, will be excluded from the analysis.

The application of inclusion and exclusion techniques aims to ensure that only articles that substantially contribute to this research will be included in the analysis. Thus, it is hoped that the results of this research will reflect an accurate and reliable picture of the influence of diversity and inclusion in the humanities field on the implementation of the values of the 1945 constitution in Indonesia.

At the inclusion stage, articles that are relevant to the research topic will be the main focus for inclusion in the review. Both theoretical and empirical articles will be considered, with the aim of providing a comprehensive framework for understanding the topic under study. The relevance of the article to the research topic is a top priority in this process.

Conversely, at the exclusion stage, articles that are irrelevant or do not meet the predetermined inclusion criteria will be excluded from further analysis. The predetermined inclusion criteria include topic suitability, relevance to the Indonesian context, methodological adequacy, and research quality. Articles that do not meet one or more of these criteria will be considered inappropriate for the study and therefore will not be included in the analysis.

By applying strict inclusion criteria, it is hoped that the articles selected for inclusion in the review will make a significant contribution to the understanding of the influence of diversity and inclusion in the humanities field on the implementation of the values of the 1945 constitution in Indonesia. Thus, this inclusion and exclusion process is an important step in ensuring the validity and relevance of research results.

Apart from applying strict inclusion criteria, an additional step taken to minimize bias in article selection was to use the PRISMA (Preferred Reporting Items for Systematic Reviews and Meta-Analyses) method. This method has been widely recognized in the scientific literature because it provides clear and systematic guidelines for selecting articles in systematic literature reviews.

The application of the PRISMA method ensures that the article selection process is carried out transparently and objectively. The guidelines provided by PRISMA allow researchers to carry out consistent evaluation of each article relevant to the research topic. Thus, this method helps ensure that the articles selected for inclusion in the review meet high quality standards.

It is hoped that the use of the PRISMA method will increase the validity and reliability of the results of this research. By minimizing bias in article selection, the process of data analysis and interpretation becomes more accurate and reliable. Therefore, the use of the PRISMA method is an important step in ensuring the reliability of the findings of this research and provides a valuable contribution in enriching understanding of the influence of diversity and inclusion in the humanities field on the implementation of the values of the 1945 constitution in Indonesia.

3. Results and Discussions

3.1. Concepts of Diversity and Inclusion in the Humanities

Diversity and inclusion are fundamental concepts in various fields, including humanities, aiming to address social inequalities, promote social justice, and break down systemic barriers (Alluri & Yéré, 2022). These initiatives emphasize achieving equality, social justice, and cultural diversity (Popova, 2020). The concept of diversity is seen as a heritage of humanity, representing the original and plural aspects of human identities (Silva, 2022).

Inclusive education is guided by principles rooted in human rights, emphasizing equality, social participation, community relationships, and respect for diversity (Zaborniak-Sobczak, 2022).

The origins of diversity and inclusion can be traced back to rights-based theories and practices such as decolonization processes, civil rights movements, critical race theory, and intersectionality (Alluri & Yéré, 2022). These concepts are crucial in creating outputs that consider social power dynamics and access differentials (Mitchell et al., 2020). In various fields like human factors and ergonomics, diversity and inclusivity have shown to enhance outcomes such as creativity, innovation, and organizational commitment (Spiwak et al., 2021).

Diversity is not limited to ethnic groups but encompasses all marginalized or vulnerable individuals in society, including those facing discrimination based on lifestyle choices (Sunago, 2020). Inclusive education, when implemented effectively by knowledgeable and experienced teachers, significantly impacts the quality of education provided to students (Margevica-Grinberga & Šūmane, 2021). The ongoing critical debates surrounding diversity management highlight the importance of continually reevaluating approaches to diversity and inclusion (Adamson et al., 2020). In conclusion, the concepts of diversity and inclusion are multidimensional and essential in promoting equality, social justice, and respect for all individuals in society. By incorporating these principles into various disciplines, including humanities, we can strive towards a more inclusive and equitable world.

3.2. Implementation of the Values of the 1945 Constitution in the Humanities Sector

The implementation of the values of the 1945 Constitution in the humanities sector is a crucial aspect of governance in Indonesia. The 1945 Constitution serves as the foundation for various policies and regulations, guiding the state in upholding principles such as human rights, democracy, and social justice. Scholars have emphasized the importance of aligning state policies with the ethical and moral values enshrined in the constitution (Putri et al., 2023). Furthermore, the constitutionality and ideology embedded in the electoral system reflect Pancasila's moral interpretation, emphasizing the need for concrete realization of Pancasila's values in the governance framework (Salim & Palullungan, 2021).

The 1945 Constitution mandates the protection of human rights, ensuring that fundamental rights are respected and guaranteed by the state (Pambudi, 2021). This includes provisions related to freedom of expression, education as a human right, and legal protection for individuals with disabilities (Haruni et al., 2020). Additionally, the constitution plays a pivotal role in shaping Indonesia's stance on international human rights laws, with a commitment to combating human rights violations and upholding rights outlined in the constitution.

Moreover, the constitution's emphasis on social justice and welfare, as articulated in Article 33, underscores the importance of economic laws reflecting these values. The constitution also serves as a concrete crystallization of Pancasila's values, anchoring Indonesia's democracy and governance framework. The constitution's role in environmental law enforcement, labor rights protection, and legislative functions further highlights its significance in shaping various aspects of Indonesian society. In conclusion, the 1945 Constitution of Indonesia serves as a cornerstone for governance, guiding policies, laws, and regulations in alignment with the nation's values and principles. Its influence extends across diverse sectors, including human rights protection, democracy, economic laws, and environmental preservation, emphasizing the constitution's pivotal role in shaping Indonesia's legal and governance landscape.

3.3. The Influence of Diversity and Inclusion in the Humanities Field on the Implementation of the Values of the 1945 Constitution in Indonesia

Diversity and inclusion are integral in upholding the values of the 1945 Constitution in Indonesia, particularly in the humanities field. Education in Indonesia is mandated to be implemented democratically, fairly, and without discrimination, emphasizing human rights, religiosity, and cultural diversity (Muhtar & Bakung, 2022). Citizenship education aims to instill a sense of nationality, love for the country, and values of tolerance in diversity based on Pancasila and the 1945 Constitution (Daud et al., 2021). The Indonesian government has integrated international human rights provisions into its constitution and ratified various human rights instruments to combat violations (Natamiharja et al., 2021).

The values of Pancasila and the 1945 Constitution are fundamental in shaping the constitutional vision of life in Indonesia, encompassing political, economic, socio-cultural, and defense aspects (Irianto, 2023). Human rights values are considered essential in shaping Indonesian laws and regulations, as mandated in the 1945 Constitution (Rifai, 2023). Upholding Pancasila and the 1945 Constitution is crucial for the state administration in Indonesia to ensure citizens' rights and positions before the law and government (Dewi, 2023).

The 1945 Constitution of Indonesia incorporates international human rights instruments, such as the right to religious freedom, into its policies and laws (Mirsael, 2022). The constitution explicitly regulates the dignity of individuals, emphasizing the importance of upholding constitutional law values (Faharudin, 2022). Justice in Indonesia is based on the values of Pancasila, the 1945 Constitution, and other legislation, promoting community justice and aspirational values (Periani & Rusito, 2022). Despite the moral values of Pancasila being embedded in the constitution, their full implementation is yet to be realized in all aspects (Muhtamar & Bachmid, 2022). In conclusion, the influence of diversity and inclusion in the humanities field is paramount for implementing the values of the 1945 Constitution in Indonesia. By upholding Pancasila, promoting human rights, and integrating international standards into national laws, Indonesia strives to create a just, prosperous, and unified society based on the principles enshrined in its constitution.

3.4. Discussion of the findings from each subsection, including analysis and interpretation of the results, as well as the relationship between diversity and inclusion in the humanities and the implementation of constitutional values.

Diversity and inclusion are fundamental in the humanities and are closely tied to the implementation of constitutional values. Inclusive pedagogy, as defined by (Ioannidi & Malafantis, 2022), involves structuring educational practices to engage all students by considering diversity. This approach aligns with human rights principles and values such as equality and respect for diversity, as emphasized by (Zaborniak-Sobczak, 2022). Without a foundation of inclusive values, diversity initiatives may not achieve the desired outcomes, as discussed by (Russen & Dawson, 2023).

In an organizational context, diversity management is linked to enhanced performance when combined with inclusive practices, as indicated by Hanif et al. (HANIF et al., 2023). The connection between reaping the benefits of diversity and fostering value-in-diversity beliefs is crucial for promoting team creativity and organizational success, as highlighted by (Leroy et al., 2021). Inclusive leadership, as explored by (Kuknor & Bhattacharya, 2020), involves role modeling and exploring the relationship between diversity and inclusion to cultivate a culture of inclusivity within organizations.

In the legal sphere, constitutional proportionality necessitates balancing universal principles with national values, individual rights with state sovereignty, as discussed by (Pashentsev, 2021). This equilibrium is vital for upholding constitutional values while honoring diversity and inclusion in society. The significance of inclusive leadership in shaping organizational culture and practices to enhance employee engagement is underscored by (Jerónimo et al., 2021).

In summary, the amalgamation of these references underscores the intricate interplay between diversity, inclusion, and constitutional values. Embracing diversity, implementing inclusive practices, and upholding constitutional values are essential for fostering a harmonious and equitable environment in both educational and organizational settings.

4. Conclusions

From the results of the analysis and discussion that have been presented, it can be concluded that the concept of diversity and inclusion in the context of the humanities plays a central role in overcoming social inequality, mobilizing efforts to fight for social justice, and breaking down systemic barriers that hinder the achievement of equality in society. Inclusive education, which is recognized as one of the cornerstones of human rights principles, is an important foundation in supporting and strengthening the foundations of diversity and inclusion. This approach not only strengthens efforts to achieve equality and appreciate cultural diversity, but also emphasizes the importance of internalizing comprehensive human values, including equal rights, equitable social participation, building strong community relationships, and deep respect for diversity as the basic capital of development. inclusive and fair

Furthermore, efforts to increase understanding and implementation of the concept of diversity and inclusion in the humanities field not only affect the educational dimension, but also flow into various aspects of society. By affirming the importance of equality in rights and opportunities, and fostering a deep sense of inclusion in social and community relationships, societies can build stronger foundations for inclusive and equitable development. Therefore, upholding the values of equality, participation and respect for diversity in every level of society is crucial in ensuring the realization of an inclusive, just and sustainable development vision.

In historical review, the roots of the concept of diversity and inclusion can be traced back to various theories and practices originating from the foundation of human rights. Important processes such as decolonization, the civil rights movement, critical racial theory, and intersectionality approaches have become starting points in building a deep understanding of the importance of inclusion and diversity in society. The conceptual frameworks resulting from these theories play a central role in the formation of strategies and actions that take into account the complex dynamics of social power as well as differences in access to resources and opportunities.

Additionally, it is important to note that the impact of diversity and inclusion is not limited to social aspects alone, but is also visible in various practical areas such as human factors and ergonomics. Empirical evidence shows that applying inclusion and diversity principles has been shown to improve outcomes in terms of creativity, innovation and organizational commitment. This confirms that taking diversity into account and promoting inclusion is not only a social responsibility, but also a strategy that can improve performance and sustainability in organizational and professional contexts.

While often diversity associations focus on ethnic differences, it is important to recognize that the scope of diversity is much broader than that. This concept also includes individuals who may be marginalized or vulnerable in society for various reasons, including those who face discrimination based on their lifestyle choices. Therefore, an inclusive approach in understanding and applying the concept of diversity becomes increasingly important in ensuring that all individuals feel recognized, valued and supported in their social environment.

One of the main platforms for implementing the principle of inclusion is through education. Inclusive education, when implemented effectively by teachers who have sufficient knowledge and experience, has a significant impact on the quality of education provided to students. Through inclusive education, the various talents, needs and uniqueness of each individual can be recognized and valued equally, creating a learning environment that supports holistic growth and development for all students. Thus, inclusive education not only plays a

role in improving academic results, but also in shaping the social, humanitarian and equality values that underlie an inclusive and just society.

In the context of implementing the values of the 1945 Constitution in the field of humanities in Indonesia, research highlights the central role that the constitution has in providing direction for state policies and regulations. The constitution provides a solid foundation for guiding state governance in maintaining key principles, such as human rights, democracy and social justice. With its various provisions, this constitution acts as a legal umbrella that guarantees comprehensive protection of human rights and the enforcement of inseparable respect for fundamental rights by the state.

The existence of concrete provisions in the 1945 Constitution provides guarantees for the protection of individual and group rights in various fields of life, including in the humanities context. The constitution not only establishes the basic principles of human rights, but also provides a strong foundation for the formation of policies and practices that support social justice and the elimination of all forms of discrimination. Thus, implementing the values of the 1945 Constitution in the field of humanities is important in ensuring that every individual has fair and equal access to their rights, and that the principles of humanity and justice become the main basis for developing an inclusive and just society.

However, this research also faces a number of limitations that need to be considered. One of the limitations that can be identified is limited resources, both in terms of time, funds, and access to relevant literature. These limitations can affect the completeness and depth of the analysis, as well as limit the researcher's ability to reach a wider and deeper range of sources.

Apart from that, this research is also limited to analyzing the available literature. This approach may not be able to explore thoroughly or in depth new aspects that may emerge in the context of diversity, inclusion and implementation of constitutional values in Indonesia. The lack of direct exploration of the field can also hinder a comprehensive understanding of the complexity of the phenomenon under study.

Therefore, to overcome these limitations, further research can consider involving primary data or empirical research. This approach can provide a more direct and in-depth insight into the reality on the ground, as well as allowing researchers to explore aspects that have not been adequately revealed in the existing literature. Thus, further research can make a more substantial contribution in deepening understanding of the complex relationship between the concepts of diversity, inclusion and the implementation of constitutional values in Indonesia.

For future research, it is hoped that further investigation will be carried out on the influence of diversity and inclusion in the humanities field on the implementation of the values of the 1945 constitution in Indonesia. A more holistic and in-depth approach can provide a more comprehensive understanding of the complexity of the relationships between these concepts. In this way, research can overcome existing limitations and produce deeper insights.

In addition, relevant policy measures can also be further explored. This is important to ensure that the concepts of diversity, inclusion and constitutional values are not just mere rhetoric, but are also implemented effectively within the country's legal and policy framework. In this way, a social and institutional environment can be created that supports the realization of a society that is more inclusive, just and based on constitutional values.

Through collaborative efforts between researchers, practitioners and policy makers, it is hoped that real contributions to the development of an inclusive and just society can be achieved. By continuing to explore and develop our understanding of the relationship between diversity, inclusion, and constitutional values, we can direct our efforts towards positive and sustainable change in Indonesian society.

5. References

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