

# Caste Perspectives in the Indian Media Sector

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## ABSTRACT

**This research investigates the underrepresentation of Dalit journalists in the media industry and aims to understand the factors influencing their career experiences. Utilizing a comprehensive survey, data was collected from Dalit journalists, examining their demographics, experiences, and opinions on diversity in journalism. The study identifies correlations between awareness of support networks, personal benefits gained, and the need for additional resources. Furthermore, it explores journalists' opinions on diversity initiatives in media organizations. The findings offer insights into the challenges faced by Dalit journalists, emphasizing the importance of fostering inclusivity. Implications for promoting diversity in the media sector are discussed, shedding light on potential strategies.**

**Keywords: Diversity in Journalism, Dalit Journalists. Media Industry, Underrepresentation, Support Networks.**

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## INTRODUCTION

In the rich and diverse tapestry of Indian society, where identities are intricately woven with historical legacies, caste continues to exert a profound influence on social structures and individual experiences. As a powerful agent of influence, the media sector plays a pivotal role in shaping and reflecting the narratives that define our collective consciousness. This study endeavors to unravel the nuanced dynamics of caste perspectives seeking to explore the depth of representation and the implications of such representations on the broader societal discourse (Human rights watch, 2007; Mosse, 2018; Varadarajan, 2006; Williams et al., 2020).

Caste, deeply rooted in the historical fabric of India, has been a catalyst for social stratification, shaping access to resources, opportunities, and the very narratives that underpin societal norms. The media, as a mirror reflecting and molding public perceptions, becomes a focal point for scrutinizing the portrayal of caste perspectives. This research embarks on a journey to investigate whether the media sector in India is a true reflection of the diverse and intricate caste dynamics prevalent in the country, or if it perpetuates biases, underrepresenting certain perspectives (I. R. Chandran & Hashim, 2014; Liblik et al., 2022; Masuki, 2015).

The significance of this study lies in its potential to uncover disparities in media coverage, with a particular emphasis on the representation of Dalit perspectives. Dalits, historically marginalized and often subjected to systemic discrimination, provide a lens through which the broader issue of caste representation can be critically examined. Understanding how media outlets engage with and present caste perspectives is crucial not only for a comprehensive comprehension of societal dynamics but also for fostering a more inclusive and equitable media landscape (Alam, 2019; Ramaiah, 1998; Thankappan, 2006; Viswanathan, 2004).

This study is driven by a commitment to address historical inequities and advance social justice by investigating the representation of diverse caste perspectives in the Indian media sector. Motivated by the belief that media narratives can either empower or marginalize, the study aims to amplify the voices of Dalits, foster inclusivity, and guide policy interventions. By contributing to academic discourse, it aspires to illuminate the transformative potential of media in shaping a more just and equitable society (Ghose, 2003; Gorringer, 2007; Pariyar & Lovett, 2016; K. Sharma, 2006).

This research aims to contribute to existing scholarship by shedding light on the intricate interplay between caste and media, addressing the following key questions: Are diverse caste perspectives adequately represented in media narratives? How do media outlets navigate the complex landscape of caste when framing news stories and social issues? What role do Dalit voices play in shaping the discourse within the Indian media sector? (R. Chandran, 2017; Hoskote, 2006; Padmanabhan, 1996; Raza, 2018; Subramani, 2014)

Through a meticulous examination of media content and insights gathered from interviews with journalists and media professionals, this study aspires to provide valuable insights into the current state of caste representations in the Indian media sector (Anderson, 2019; Boxu, 2010; Hansen, 2018). By doing so, it seeks to contribute to the ongoing dialogue

surrounding media inclusivity, social representation, and the broader pursuit of a more equitable and representative narrative in the diverse tapestry of Indian society (Ghosh et al., 2023; Iranzo-Cabrera & Casero-Ripollés, 2023; Reporters Without Borders., 2019).

#### **Hypothesis:**

H<sub>01</sub>: There is no significant association between demographic factors (age, gender, caste background) and perceived factors contributing to the underrepresentation of Dalit journalists in the media sector.

H<sub>02</sub>: There is no significant association between awareness of support networks and personal benefits gained from these networks among Dalit journalists.

H<sub>03</sub>: There is no significant association between journalists' opinions on promoting diversity and suggested changes or initiatives to achieve diversity in the media sector.

### **LITERATURE SURVEY**

The intersection of caste dynamics and media representation is a critical aspect of understanding social inclusivity and diversity in India. This literature survey aims to explore existing studies and scholarly works that shed light on the underrepresentation of Dalits in the media sector, examining the factors contributing to this disparity and proposing potential solutions for a more inclusive media landscape.

This (Mondal, 2017) study explores the historical context of Dalit and tribal representation in the media, providing a comparative analysis of the challenges faced by these marginalized groups. The authors delve into the complexities of media portrayal, shedding light on historical nuances and patterns of marginalization.

(Swaminathan, 2020) work offers a historical examination of Dalit representation in the media, tracing the evolution of their portrayal over time. The study provides insights into the socio-cultural factors influencing media narratives and the historical roots of underrepresentation (Mandal, 2022).

(Rani, 2016) investigate the contemporary landscape of caste and media, analyzing both perceptions and realities. The study critically assesses the current state of Dalit representation in the media, addressing the complexities and discrepancies between perceived inclusivity and actual experiences.

Focusing on the experiences of Dalit journalists, (Ashraf, 2013) study examines their roles within newsrooms. It explores how Dalit journalists navigate challenges such as discrimination, lack of mentorship, and economic constraints, shedding light on their resilience and contributions (Ronnevik, 2021).

(Jeffrey, 2001) critically analyze the representation of Dalits in Indian newsrooms. Their study assesses the extent of Dalit inclusion, highlighting challenges and suggesting potential areas for improvement within news organizations to foster a more diverse and representative workforce (H. Sharma & Smieliauskas, 2022).

(Vij, 2006) research focuses on leading Indian newspapers, investigating the diversity within their newsrooms in terms of caste. The study provides insights into the prevalent dynamics, shedding light on the existing disparities and offering valuable perspectives on the need for increased inclusivity.

(Aminmattu, 2016) explores Dalit media movements and their role as catalysts for change. The study investigates how these movements contribute to challenging stereotypes, promoting awareness, and fostering a more inclusive media environment for Dalits.

(Mosse & Nagappan, 2021) focus on collaborative initiatives aimed at enhancing Dalit representation in the media. The study explores partnerships and projects that seek to bridge the gap, providing a nuanced understanding of efforts to create a more inclusive media landscape.

This literature survey highlights the nuanced landscape of caste perspectives in the Indian media sector, offering insights into historical challenges, contemporary issues, and initiatives for positive change. By understanding the existing body of knowledge, this survey sets the stage for further research on fostering inclusivity and diversity within the Indian media industry.

Research gaps include the need for studies examining intersectionality, regional disparities, qualitative insights into newsroom culture, comparative analyses across media platforms, longitudinal assessments, policy impact evaluations, audience consumption patterns, inclusive storytelling practices, the influence of media ownership, and global comparative studies to provide a more comprehensive understanding.

## RESEARCH METHODOLOGY

The research methodology for the study involves a mixed-methods approach. Quantitative surveys will gather demographic data, opinions, and experiences, while qualitative interviews with media professionals will provide in-depth insights. Content analysis of media outputs will complement the study, ensuring a comprehensive understanding of caste dynamics in the industry.

### Data collection:

The data for the study was collected from Dalit journalists through a systematic process of filling out structured forms. These forms, designed to extract valuable insights, covered demographic information, professional experiences, and perceptions of caste representation in the media sector. Emphasis was placed on ensuring informed consent, confidentiality, and ethical considerations throughout the process. The collected data provides a quantitative foundation, offering a comprehensive understanding of the challenges, experiences, and recommendations of Dalit journalists within the Indian media industry. This method allows for a structured analysis and contributes to the broader research on diversity and inclusion in journalism.

The data collection for the study took place over a period spanning from July 2023 to December 2024. This extended duration allowed for a comprehensive and longitudinal examination of the experiences, opinions, and challenges faced by Dalit journalists within the specified timeframe. The multi-month collection period ensures that the study captures potential variations over time and provides a more nuanced understanding of the dynamics within the Indian media sector concerning caste representation.

### Statistical tools:

The study utilizes various statistical tools to analyze the collected data:

#### Descriptive Statistics:

Descriptive statistics, including mean, median, and standard deviation, are employed to summarize and describe the main features of the demographic and quantitative survey data.

#### Inferential Statistics:

Inferential statistics, such as t-tests or ANOVA, may be applied to infer characteristics of the broader population based on the observed sample data, particularly when examining relationships between variables.

#### Correlation Analysis:

Correlation analysis is utilized to explore the strength and direction of relationships between different variables, helping identify potential associations between demographic factors and perceptions of caste representation.

#### Chi-square Test:

Chi-square tests may be employed to analyze categorical data, such as exploring associations between different categorical variables within the survey responses.

#### Regression analysis:

Regression analysis in the study on "Caste Perspectives in Indian Media Sector" examines relationships between variables. It explores how demographic factors like age, gender, and experience predict perceptions of caste representation. Findings provide quantifiable insights, guiding recommendations for fostering diversity and inclusivity within the media sector based on statistical evidence.

## DATA ANALYSIS

The data analysis employs a rigorous approach, utilizing statistical tools such as regression analysis. This investigation focuses on understanding the intricate relationships between demographic variables and perceptions of caste representation. By quantifying these influences, the study aims to provide nuanced insights into the dynamics of diversity within the media sector. The results contribute to evidence-based recommendations, fostering inclusivity and dismantling barriers faced by Dalit journalists. This multifaceted analysis ensures a comprehensive understanding of caste perspectives, facilitating meaningful interventions for a more equitable and representative media landscape in India.

**Table 1: Considered variables for the study**

Code	Variables
DJ1	Age
DJ2	Gender

DJ3	Working in the field of journalism? (in years)
DJ4	journalism specialize in?
DJ5	factors of underrepresentation of Dalit journalists in the media industry
DJ6	Awareness
DJ7	Personal benefits
DJ8	types of support or resources
DJ9	is there a need for more support and resources to encourage Dalit individuals?
DJ10	specific types of support or resources
DJ11	should media organizations actively promote diversity and inclusivity in their workforce?
DJ12	Changes or initiatives diversity and inclusivity?
DJ13	positive changes or efforts within the media industry
DJ14	media organizations should actively seek out and feature stories related to caste-based discrimination and the experiences of Dalit individuals?
DJ15	better promote diversity and inclusivity in their reporting and news coverage (Please select all that apply or add others)
DJ16	personal aspirations in the field of journalism
DJ17	motivates you to continue your career in journalism
DJ18	Are there any specific areas or topics
DJ19	specify the areas or topics
DJ20	specific goals or milestones you aim

Table 1 presents coded variables for the study, including age, gender, years in journalism, specialization, factors of underrepresentation, awareness, personal benefits, support types, and organizational initiatives. It serves as a structured reference for interpreting relationships and analyzing the diverse dimensions influencing Dalit journalists' experiences in the media sector.

**Descriptive Statistics:**

**Table 2: Descriptive statistics for the considered variables**

	Mean	Median	Maximum	Minimum	Std. Dev.	Skewness	Kurtosis	Jarque-Bera	Probability	Sum	Sum Sq. Dev.	Observations
DJ1	3.09	3.00	5.00	1.00	1.09	-0.19	2.47	5.04	0.08	882.00	334.44	285
DJ2	1.25	1.00	2.00	1.00	0.44	1.14	2.30	67.46	0.00	357.00	53.81	285
DJ3	1.87	2.00	4.00	1.00	0.97	0.87	2.70	37.23	0.00	532.00	266.93	285
DJ4	1.98	2.00	4.00	1.00	1.05	0.51	1.83	28.60	0.00	564.00	315.87	285
DJ5	5.39	8.00	10.00	1.00	3.75	-0.15	1.13	42.42	0.00	1537.00	3993.99	285
DJ6	1.18	1.00	2.00	1.00	0.39	1.64	3.70	134.32	0.00	337.00	42.51	285
DJ7	1.14	1.00	2.00	1.00	0.34	2.11	5.47	284.37	0.00	324.00	33.66	285
DJ8	5.91	6.00	9.00	1.00	2.77	-0.48	1.81	28.03	0.00	1683.00	2180.44	285
DJ9	1.95	2.00	2.00	1.00	0.21	-4.36	19.97	4321.24	0.00	557.00	12.41	285
DJ10	5.78	5.00	9.00	1.00	2.53	-0.37	1.98	18.98	0.00	1647.00	1817.07	285
DJ11	1.95	2.00	2.00	1.00	0.21	-4.36	19.97	4321.24	0.00	557.00	12.41	285
DJ12	6.31	7.00	9.00	1.00	2.29	-0.71	2.67	25.13	0.00	1799.00	1489.21	285
DJ13	1.61	2.00	2.00	1.00	0.49	-0.45	1.21	48.00	0.00	459.00	67.77	285
DJ14	1.91	2.00	2.00	1.00	0.29	-2.77	8.66	744.31	0.00	543.00	24.44	285
DJ15	6.64	8.00	9.00	1.00	2.94	-0.83	1.98	44.88	0.00	1891.00	2458.05	285
DJ16	6.95	8.00	9.00	1.00	2.89	-1.20	2.71	69.44	0.00	1980.00	2374.21	285

DJ17	6.68	8.00	8.00	1.00	2.48	-1.61	3.73	128.81	0.00	1903.00	1750.30	285
DJ18	1.88	2.00	2.00	1.00	0.32	-2.40	6.77	442.49	0.00	537.00	29.18	285
DJ19	3.57	3.00	8.00	1.00	2.42	0.83	2.22	39.87	0.00	1017.00	1661.92	285
DJ20	1.92	2.00	2.00	1.00	0.27	-3.17	11.04	1244.09	0.00	548.00	20.30	285

Table 2 provides a detailed overview of the descriptive statistics for the variables considered in the study, shedding light on the characteristics and distribution of key factors in the context of caste perspectives in the Indian media sector.

The average age (DJ1) stands at 3.09, with a median of 3.00, indicating a relatively balanced distribution across the age spectrum from 1.00 to 5.00. Gender (DJ2) exhibits a mean of 1.25, with a predominant concentration around the median of 1.00, reflecting a binary coding for male and female. Participants boast an average of 1.87 years in journalism (DJ3), showcasing a diverse range of experience from 1.00 to 4.00. Journalism specialization (DJ4) has a mean of 1.98, reflecting participants' varied focuses within the field, ranging from 1.00 to 4.00.

Factors contributing to underrepresentation (DJ5) reveal an average of 5.39, with a median of 8.00, pointing to diverse perspectives on the challenges faced by Dalit journalists. Awareness (DJ6) and personal benefits (DJ7) exhibit means of 1.18 and 1.14, respectively, suggesting nuanced views on the extent of awareness and individual gains related to Dalit representation.

Variables related to support and resources (DJ8 to DJ12) showcase diverse opinions. The need for more support (DJ9) has an average of 1.95, with specific types of support (DJ10) and media organizations promoting diversity (DJ11) displaying similar means. Changes or initiatives for diversity (DJ12) have an average score of 6.31, underlining varied perceptions on fostering inclusivity in the media sector.

Participants note positive changes in the media industry (DJ13) with an average of 1.61, and media organizations actively featuring caste-based stories (DJ14) with a mean of 1.91. Better promotion of diversity in reporting (DJ15) scores an average of 6.64, reflecting participant views on enhancing inclusivity.

Personal aspirations (DJ16), motivations to continue journalism (DJ17), and specific areas or topics of interest (DJ18 and DJ19) portray the diverse goals, motivations, and interests of Dalit journalists in the field. Specific goals or milestones (DJ20) have an average of 1.92, highlighting individual aspirations within journalism.

These statistics provide a comprehensive foundation for understanding the nuanced perspectives and experiences of Dalit journalists, setting the stage for in-depth analysis and interpretation.

**Table 3: Correlation coefficient for the Hypothesis 1 (H<sub>01</sub>)**

Correlation Probability	DJ5	DJ1	DJ2
DJ5	1.000		
DJ1	-0.300*	1.000	
DJ2	-0.430*	-0.148*	1.000

Note: \* - 1% significance level

Table 3 reveals significant correlations among factors contributing to underrepresentation (DJ5), age (DJ1), and gender (DJ2) within the context of Dalit journalists. The moderate negative correlation between age and both factors of underrepresentation (-0.300\*) and gender (-0.148\*) suggests that older individuals, especially females, perceive fewer challenges related to underrepresentation. This aligns with Hypothesis 1, indicating that age and gender play roles in shaping awareness and experiences of underrepresentation among Dalit journalists. These insights underscore the need for targeted interventions and support systems to address the specific challenges faced by younger and male Dalit journalists in fostering a more inclusive media environment.

**Table 4: Regression analysis of Hypothesis one (H<sub>01</sub>)**

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	14.59805	0.828912	17.61109	0.0000
DJ1	-1.283913	0.171601	-7.481948	0.0000
DJ2	-4.176566	0.427807	-9.762740	0.0000
R-squared	0.319827	Mean dependent var		5.392982
Adjusted R-squared	0.315003	S.D. dependent var		3.750111

S.E. of regression	3.103761	Akaike info criterion	5.113577
Sum squared resid	2716.601	Schwarz criterion	5.152024
Log likelihood	-725.6847	Hannan-Quinn criter.	5.128990
F-statistic	66.30026	Durbin-Watson stat	1.677706
Prob(F-statistic)	0.000000		

The regression analysis in Table 4 offers valuable insights into the relationship between factors contributing to underrepresentation (DJ5), age (DJ1), and gender (DJ2) among Dalit journalists. The statistically significant constant (C) of 14.59805 indicates the expected level of underrepresentation when age and gender are both zero. The negative coefficients for age (-1.283913) and gender (-4.176566) underscore their impact, signifying that increasing age and being female are associated with lower perceptions of underrepresentation. The model explains approximately 32% of the variance, emphasizing the relevance of age and gender in shaping Dalit journalists' experiences. These findings align with Hypothesis 1, reinforcing the need for targeted support to address underrepresentation concerns among younger and male Dalit journalists.

**Table 5: Pearson correlation coefficient for the Hypothesis 2(H<sub>02</sub>)**

	DJ8	DJ7	DJ9	DJ10	DJ11	DJ12	DJ13	DJ14	DJ15	DJ16	DJ18	DJ19	DJ20
DJ8	1.000												
DJ7	0.156*	1.000											
DJ9	0.206*	-0.411*	1.000										
DJ10	-0.549*	-0.463*	-0.245*	1.000									
DJ11	-0.438*	-0.408*	0.349*	0.154*	1.000								
DJ12	-0.549*	0.103***	-0.007	-0.048	0.241*	1.000							
DJ13	-0.287*	-0.323*	0.155*	-0.066	0.760*	0.221*	1.000						
DJ14	-0.101***	0.377*	-0.012	-0.175*	-0.175*	0.274*	-0.275*	1.000					
DJ15	-0.150*	-0.095*	-0.193*	0.389*	0.081	-0.071	0.034	0.061	1.000				
DJ16	0.191*	-0.319	0.153*	-0.080	0.363*	-0.080	0.443*	0.015	0.301*	1.000			
DJ18	0.213*	-0.415*	0.228*	-0.117**	0.284*	-0.117**	0.435*	-0.124*	0.001	0.883*	1.000		
DJ19	0.144*	-0.198*	0.214*	-0.079	-0.231*	-0.079	-0.166*	-0.289*	-0.117**	-0.071	0.050	1.000	
DJ20	0.115*	0.137*	-0.324*	-0.063	-0.275*	-0.063	-0.133*	0.119**	0.176*	0.081	0.132**	0.019	1.000

Note: \* means - 1% significance level, \*\* means - 5% significance level, \*\*\* means - 10% significance level

Table 5 presents Pearson correlation coefficients and their significance levels, examining the relationships among variables relevant to awareness, personal benefits, and support networks, aligning with Hypothesis 2 (H<sub>02</sub>): There is no significant association between awareness of support networks and personal benefits gained from these networks among Dalit journalists.

DJ6 (Awareness) & DJ8 (Personal Benefits): Correlation coefficient -0.287\* suggests a moderate negative relationship. Significance level \* indicates a statistically significant association at the 1% level.

DJ9 (Types of Support) & DJ8 (Personal Benefits): Correlation coefficient -0.275\* implies a moderate negative correlation, statistically significant at the 1% level.

DJ10 (Need for More Support) & DJ8 (Personal Benefits): Correlation coefficient -0.133\* suggests a weak negative correlation, statistically significant at the 1% level.

These results contradict the null hypothesis, indicating that as awareness, recognition of specific support types, and expressed need for more support increase, personal benefits decrease. The findings underscore the complexity of the relationship between awareness, perceived needs, and actual benefits, emphasizing the importance of tailoring support networks to address specific concerns raised by Dalit journalists. Further research can delve into the nuanced dynamics revealed by these correlations.



**Table 6: Regression analysis of awareness of support networks and personal benefits gained from these networks among Dalit journalists, Hypothesis 2 (H02)**

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	4.629216	0.252765	18.31429	0.0000
DJ7	-0.029331	0.041719	-0.703065	0.4826
DJ9	0.036138	0.005299	6.819381	0.0000
DJ10	-0.731746	0.077257	-9.471573	0.0000
DJ11	-0.066018	0.007206	-9.161895	0.0000
DJ12	-0.555954	0.048536	-11.45443	0.0000
DJ13	-0.024374	0.007523	-3.239892	0.0013
DJ14	-0.222539	0.024146	-9.216405	0.0000
DJ15	-0.173558	0.048596	-3.571434	0.0004
DJ16	0.091884	0.010478	8.769101	0.0000
DJ18	-0.065622	0.011793	-5.564580	0.0000
DJ19	-0.168576	0.032586	-5.173203	0.0000
DJ20	0.097497	0.039525	2.466718	0.0143
R-squared	0.829985	Mean dependent var		1.136842
Adjusted R-squared	0.822484	S.D. dependent var		0.344285
S.E. of regression	0.145056	Akaike info criterion		-0.978846
Sum squared resid	5.723255	Schwarz criterion		-0.812242
Log likelihood	152.4856	Hannan-Quinn criter.		-0.912059
F-statistic	110.6546	Durbin-Watson stat		1.441885
Prob(F-statistic)	0.000000			

Table 6 presents the results of the regression analysis examining the relationship between awareness of support networks and personal benefits gained from these networks among Dalit journalists, aligning with Hypothesis 2 (H02): There is no significant association between awareness of support networks and personal benefits gained from these networks among Dalit journalists.

DJ7 (Awareness): The coefficient of -0.029331 is not statistically significant ( $p = 0.4826$ ), indicating that awareness itself does not have a significant impact on personal benefits. In other words, there is no substantial evidence to suggest that being more aware of support networks directly influences the personal benefits gained by Dalit journalists.

DJ9 (Need for More Support): The coefficient of 0.036138 is statistically significant ( $p = 0.0000$ ), suggesting a positive association between the perceived need for more support and personal benefits. This implies that individuals who feel a greater need for support are more likely to report higher personal benefits.

DJ10 (Specific Types of Support): The coefficient of -0.731746 is statistically significant ( $p = 0.0000$ ), indicating a negative relationship between reporting specific types of support and personal benefits. This suggests that individuals who specify certain types of support are likely to report fewer personal benefits.

DJ11 to DJ20 (Various Factors): Each of these coefficients is statistically significant, indicating that these factors, ranging from changes or initiatives to personal aspirations, plays a role in influencing personal benefits.

The high R-squared value of 0.829985 suggests that the model explains a substantial proportion of the variance in personal benefits. Overall, the regression analysis provides empirical support for H02, showing that awareness alone does not significantly predict personal benefits, while other factors such as the perceived need for more support and specifying types of support play influential roles.

**Table 7: Chi-Square test for the journalists' opinions on promoting diversity and suggested changes or initiatives to achieve diversity in the media sector, Hypothesis 3(H03)**

Test Statistics	df	Value	Prob
Pearson X2	8	135.69	0.00
Likelihood Ratio G2	8	69.63	0.00

The Chi-Square test results in Table 7 suggest a significant association between journalists' opinions on promoting diversity and the suggested changes or initiatives to achieve diversity in the media sector (Hypothesis 3). The Pearson

X2 statistic of 135.69 with 8 degrees of freedom and a probability value of 0.00, along with the Likelihood Ratio G2 statistic of 69.63, also with 8 degrees of freedom and a probability value of 0.00, indicate a rejection of the null hypothesis. These findings support the assertion that there is a substantial link between journalists' opinions on diversity promotion and the proposed initiatives within the media industry.

**Table 8: ANOVA test for journalists' opinions on promoting diversity and suggested changes or initiatives to achieve diversity in the media sector, Hypothesis 3(H03)**

Method	df	Value	Probability
t-test	568	-31.99478	0.0000
Satterthwaite-Welch t-test*	288.7318	-31.99478	0.0000
Anova F-test	(1, 568)	1023.666	0.0000
Welch F-test*	(1, 288.732)	1023.666	0.0000

The ANOVA test results in Table 8 provide evidence supporting the significant association between journalists' opinions on promoting diversity and the suggested changes or initiatives to achieve diversity in the media sector (Hypothesis 3). The t-test and Satterthwaite-Welch t-test both exhibit a high absolute value of -31.99478, with a probability of 0.0000, indicating a rejection of the null hypothesis. Additionally, the Anova F-test and Welch F-test statistics further confirm the significance (probability of 0.0000), reinforcing that journalists' opinions and proposed initiatives for diversity are closely linked in the media industry.

### CONCLUSION

In conclusion, this study sheds light on the underrepresentation of Dalit journalists in the media industry and explores various factors influencing their experiences. The findings reveal significant correlations between awareness of support networks, personal benefits gained, and the need for more resources among Dalit journalists. Additionally, journalists' opinions on promoting diversity align with suggested changes and initiatives for achieving diversity in the media sector.

Future work should delve deeper into specific challenges faced by Dalit journalists and assess the effectiveness of existing support networks. Longitudinal studies can track changes in diversity initiatives and their impact on the representation of marginalized communities. Additionally, exploring strategies for inclusive reporting and further promoting diverse voices in media would contribute to a more equitable and representative industry.

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