

Reviewer-1

The manuscript provides a comprehensive exploration of colorism in India, its historical roots, societal implications, and the proposed solution through Hall's Q-Sort Diagnostic Protocol.

No. "Colorism and Its Impact on Social Work in India: Employing Hall's Q-Sort Protocol as a Diagnostic Strategy." Please review the "attached" rewritten "Abstract."

The manuscript is a well-researched and insightful exploration of colorism in India, offering a unique solution through Hall's Q Sort Diagnostic Protocol. However, its dense language, narrow focus on social work, and lack of practical examples limit its accessibility and applicability. Simplifying the text, broadening the scope of solutions, and providing real-world applications would enhance its impact and utility in addressing colorism in India and beyond.

The references are proper, but insufficient to support the manuscript's revision.

Here is the list of weaknesses that I identified within the manuscript:

1. **Complexity of Language:** The manuscript uses dense academic language and technical jargon, which may limit accessibility for a broader audience, including social work practitioners who may not be familiar with mathematical protocols.
2. **Limited Practical Application:** While Hall's Q-Sort Diagnostic Protocol is detailed, the manuscript does not provide examples or case studies demonstrating its real-world application in diagnosing or addressing colorism.
3. **Focus on Social Work:** The manuscript heavily emphasizes the role of social work in addressing colorism, but does not explore other potential avenues, such as education, media reform, or public policy, which could complement social work efforts.
4. **Overemphasis on Mathematical Validation:** While the mathematical foundation of the Q-Sort Protocol is robust, the manuscript seems overly focused on defending social work as a profession against critics, which detracts from the primary issue of colorism.

Here is my list of Opportunities for Improvement:

1. **Simplify Language:** The manuscript's dense academic language and technical jargon may limit its accessibility. By simplifying the language, we can make the

text more inclusive and engaging for a broader audience, enhancing its impact and usability.

2. **Expand Solutions:** The manuscript heavily emphasizes the role of social work in addressing colorism. However, by incorporating additional strategies beyond social work, such as public awareness campaigns or media interventions, we can provide a more holistic approach to combating colorism, instilling a sense of hope and optimism in the audience.
3. **Case Studies:** The manuscript does not provide examples or case studies demonstrating the real-world application of Hall's Q-Sort Diagnostic Protocol in diagnosing or addressing colorism. By including practical examples, we can strengthen the credibility of the protocol and reassure the audience of its utility.

Broader Audience: While the manuscript is tailored to social work professionals, addressing policymakers, educators, and media stakeholders could amplify its reach and effectiveness.

Specific Comments:

The manuscript is a well-researched and insightful exploration of colorism in India, offering a unique solution through Hall's Q-Sort Diagnostic Protocol. However, its dense language, narrow focus on social work, and lack of practical examples limit its accessibility and applicability. Simplifying the text, broadening the scope of solutions, and providing real-world applications would enhance its impact and utility in addressing colorism in India and beyond.

Despite the cultural differences, the author has done an excellent job with the draft. However, if the author desires to capitalize on his or her research fully, please consider utilizing the list of "Opportunities for Improvement" discussed above. I have also rewritten the "Abstract," "Keywords," and "Title" to assist the author as a guide to achieve publication and scholarly success.

Abstract

Colorism in India is more than a social issue—it is a deeply personal form of discrimination that privileges lighter skin over darker skin within the same racial or ethnic community. This bias, woven into everyday interactions and cultural norms, often leaves individuals with darker skin feeling marginalized and undervalued. The consequences reach far beyond appearance, shaping opportunities, self-esteem, and belonging. Yet, despite the profound ways colorism affects people's lives, there remains a striking lack of research exploring how it influences societal decisions and perpetuates inequality, particularly in fields like social work. This gap has real consequences, as social workers are left without the guidance or resources needed to support those impacted by colorism in their daily practice fully. Recognizing the urgent need for change, Hall's Q-Sort diagnostic protocol offers a practical and compassionate approach for addressing colorism within social work. This method empowers practitioners to identify and challenge biases—both their own and those embedded in institutions—using a systematic and thoughtful process. By adopting the Q-Sort protocol, social workers can design interventions that are not only fair but also grounded in authentic experiences and genuine understanding. Ultimately, this approach strengthens the profession's commitment to dignity, equity, and ethical care, helping to ensure that all individuals, regardless of skin tone, are treated with respect and fairness.

Keywords: Q-Sort, Colorism, Social Work, India, Discrimination, Skin Tone Bias, Professional Integrity, Empirical Analysis, Intervention Strategies