

what it takes to bridge the gap between LGBTQ community employers.



India Inc. is in the early stages of LGBTQ+ inclusion in the workplace. Randstad's study titled, 'Inclusion Without Exception: Where India Inc. stands with respect to the LGBTQ+ community' with leaders across sectors and functions of organizations operating in the Indian landscape reveals:



9% of surveyed organizations feel that 'significant' efforts have been made for LGBTQ+ inclusion in India Inc. of this 69% work in MNCs.



40% of respondents who said there are no such policies, 53% of this were from Indian organizations.



70% of the respondents from MNCs & 26% from Indian companies agreed to having specific policies for LGBTQ+ inclusion.

From the employer lens, there is a clear intent for LGBTQ+ inclusion.

From the employee lens, intent needs to be backed up by bridging existing gaps in policies, action and behaviour.

policies



inclusive recruitment process

- Make provision of selective or non-disclosure
- Give disclaimer of unbiased hiring

inclusive decision making

- Representation of LGBTQ+ on policy panels
- Learn from competitive best practices

inclusive documentary provisions

- Provide option of name change for transition/in-transition persons
- Customized background screening on case basis

management of non-inclusive behaviour

- LGBTQ+ specific team-level grievance redressal mechanism
- Visual communications for preventing micro aggressions

actions



create a culture score card

- Concept of 'allyship score' for peers
- Unconscious bias training for managers

leaders as allies

- Active presence in events/workshops around LGBTQ+ inclusion
- Involve LGBTQ+ members in organizational initiatives beyond PRIDE month

experience-based sensitization approach

- Use role plays, case studies and storytelling for sensitization
- Use creative expression techniques for handling sensitive areas

training for all

- Sensitivity training for blue collar and support employees
- Sensitivity training for off-site clients, vendors and service providers

behaviour



be a true ally

- Volunteer for LGBTQ+ awareness campaigns
- Call out non-inclusive behaviour
- Advocate positive news

do not assume

- No stereotyping of LGBTQ+ members
- No intrusive questions
- Use gender neutral language

be supportive

- Assign a buddy from community
- Mentor LGBTQ+ team members
- Create provisions for upskilling

display equity

- Understand the individual context, and specific needs
- Do not over-expect or under-expect on work deliverables
- Be fair at all times