

it's a rainbow, not a wall: understanding the L, G, B, T, Q & more in the LGBTQ+ umbrella.



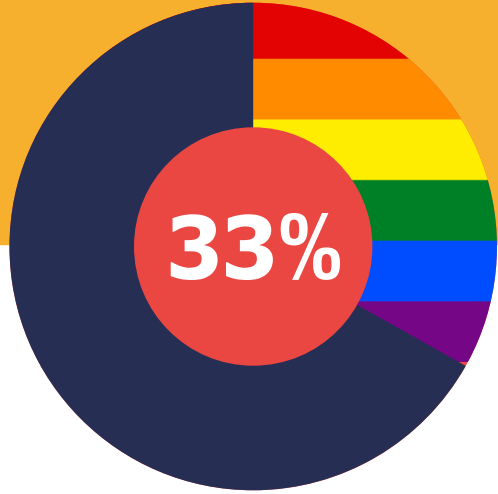
Lesbian, Gay, Bisexual, Transgender, Queer and more. The term LGBTQ+ consists of individuals with varying sexual orientation as well as gender identities. However, most organizations have a monolithic approach when it comes to their inclusion.

It's time for employers to be aware and supportive of the differing needs of different groups.



“In the corporate world, LGBTQ+ is collapsed together. People are not looking at it individually - the sexualities and genders. It's basically us and 'all of them'. Sexuality is not as visible as gender is.”

Dr. Shruti Chakravarty
Chief Advisor
Mariwala Health Initiative



The Randstad report 'Inclusion Without Exception: Where India Inc. stands with respect to the LGBTQ+ community' reveals that only 33% of organizations have the necessary provisions in terms of infrastructural readiness for inclusion of certain members of the LGBTQ+ community.

queer bisexual

- Use of pronouns
- Gender neutral washrooms
- Similar identifying buddy at work
- Safe passage to restrooms
- Non genderized language

Lesbian Gay

- Partner insurance
- Provision for self disclosure
- Presence of counsellors


you may not need what i need

transgender

- Specific educational
- Effective grievance redressal
- Provision for medical leave
- Support for gender reassignment
- Performance management through equity
- Peer alignment programs


visible identities

- Physical markers for differentiation
- Transgender persons and queer individuals



invisible identities

- Physical markers for differentiation
- Transgender persons and queer individuals




“In companies about 8-10% of headcount is LGBT, and they are the invisible audiences. So there are people within the organizations who are also observing and paying close attention to the organization's commitment to LGBT inclusion”

Srini Ramaswamy,
Chief Evangelist & Co-Founder
The Pride Circle