why LGBTQ+ employees feel included at work, and why they don't.

being creative

why inclusion at the workplace matters so much

collaborative working "I don't think you can really access the best parts of you - creative, extraordinary, and perform amazingly well if you're not allowed to be yourself."

Leena N, a 36 y.o queer person heading strategy and ops for an IT healthcare company

feeling safe

"I worked here for 2.5 years and I kept my personal and professional life separate. It was difficult for me to form connections..."

Annith Infanta, a lesbian woman employed with a global MNC

"Am I behaving in such a way that I might be giving away that this is my gender identity (if you're hiding) or this is my sexual identity? Those kinds of thoughts should not be there between you and your work."

randstad

Rakesh Kumar Duan, 29 y.o cis gay man, works in HR at Finastra, Bangalore

why people feel included at work

sense of growth

- Encouraged towards appropriate roles
- Considered for leadership,

sense of acceptance

- Genuine interest in me as a person, willing to learn even if not aware
- Disclosure at own pace, in confidence
- Team participates in PRIDE

sense of safety & comfort

- Using preferred pronouns
- No homophobic comments or tolerance for the same
- Allowed to express gender identity
- Facilities/benefits
 easily accessed (genderneutral washrooms,
 insurance coverage for
 same-sex partners etc)

- with necessary support
- Not encouraged to lead only LGBTQ+ related initiatives
- & company/ally initiatives willingly
- Invited into team members' lives
- Competitive wage structure

transactional workplace with no policies or intent

> policies exist but no internalisation

sensitization exists but sans support

- Identity is ignored under the guise of `neutrality' ("Don't ask, don't tell")
- Openly hostile/homophobic or microaggressions are common
- Formal policies & training exists, but not sunk in deeply
- Sensitization has not happened across workgroups
- Intrusive questions, being treated as a curiosity
- No clarity on what to do if there is discrimination or bias
- No penalties for employees who do not comply with policies
- Lack of infrastructure & facilities (for e.g. benefits for same-sex partners, gender reassignment surgery coverage etc)

"My manager, boss and super boss - no one reached out to me after my article came out. Nothing at all. They just ignored it."

Joe, 36 y.o, trans woman, media professional in Mumbai "They should have awareness starting with their security person. We've already faced so much discrimination outside the society. When you enter the corporate you have to go through the security check where they don't understand the community."

Shanthi Muniswamy, Transgender Person